



TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

news

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TUI ANNUAL CONGRESS 2024

TUESDAY 2ND TO THURSDAY 4TH APRIL, KILLARNEY, CO KERRY

FULL REPORT
ON ANNUAL
CONGRESS 2023
RESOLUTIONS
INSIDE

11:00



PAY



HEALTH
& SAFETY



ARTIFICIAL
INTELLIGENCE



SECOND
LEVEL



FUNDING



EQUALITY



SOCIAL
JUSTICE



THIRD
LEVEL



RECRUITMENT
& RETENTION



CLIMATE
ACTION



CONDITIONS
OF SERVICE



FURTHER &
ADULT
EDUCATION

A Word from the President - David Waters

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Dear colleagues,

The TUI is gearing up for Annual Congress 2024 in Killarney, and I look forward to meeting as many delegates as possible come Easter. At the time of going to print, we are awaiting the results of both the national ballot on the proposed public service agreement and also the results of the Teaching Council elections. In addition, since the last edition, the Union has been engaging and advocating at all levels and fora on your behalf on a wide variety of issues.

THIRD LEVEL

Industrial Action

A huge thank you must go to our third level colleagues who voted in their numbers for industrial action with a 92% 'Yes' vote. This vote, coupled with a national protest across TUs on the 20th February, has had a huge impact on

discussions with the DFHERIS. The Department, in light of the impending industrial action, has paused the recruitment process of senior management positions in MTU. The TUI has agreed to pause our industrial action as an act of good faith, and to enter meaningful negotiations with the DFHERIS. At the time of writing, the outcome of these negotiations is still yet to be determined, but I think it is important to note and commend the solidarity of third level members who clearly demonstrated how seriously they take the future of the TU sector. A clear message has been sent to Government, and a rapid resolution to the matter is required.

SECOND LEVEL

Senior Cycle

The TUI gave a comprehensive presentation to the Senior Cycle Redevelopment board in early

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February. Later in the month at a Senior Cycle Redevelopment Conference, Minister Norma Foley announced that CPD will be provided before the implementation of Senior Cycle, that sample papers will also be available to teachers before the implementation of Senior Cycle, that lessons will be learned from Junior Cycle and that specifications will have significant scaffolding to aid teachers. Whilst there are still differences between the Department and the TUI, and there remains a lack of information on many aspects of the new Senior Cycle, this is very much welcomed and hopefully will provide a platform for future progress.

Free Junior Cycle Books

The TUI welcomes the Minister's announcement of free schoolbooks for students for Junior Cycle. This will have a real impact on students and their families in a cost-of-living crisis. We hope the Minister will extend this to Senior Cycle in the near future as well, and those schools that have already migrated to electronic devices must not lose out. There are still many questions about how this will work in schools on a practical level. Clarifications are being sought on a number of issues including the administration of the new scheme, how schools which already have a book rental scheme will be affected, and the returning of books at the end of the year.

Voluntary Secondary Schools

The TUI is awaiting the final sign off at the next meeting of the Teachers'

Conciliation Council (TCC) on an agreed wording and meaning of 'up to 10 hours' in terms of the Croke Park Hours.

FET

Youthreach

The TUI is seeking to return to the WRC to continue with the conciliation process around alignment of the Youthreach calendar with second level.

Adult Education

The TUI is actively engaged with DFHERIS at concluding the Adult Educator Offer and remedying the anomalies around Building Momentum payments for advocacy workers and permanent grades erroneously aligned to self-financing rates. The length of this process has been unacceptably long and the TUI continues to vigorously seek a resolution to both issues as soon as possible. In this regard, the Union awaits an updated proposal from the management side.

EDUCATION CONFERENCE IN ARTIFICIAL INTELLIGENCE

On Saturday 2nd March the TUI hosted an educational conference on AI and its potential impact. This was one of the most successful education conferences in recent years and it was extremely well attended by TUI members right across the country. All five speakers - Keith Quille, Michael Callaghan, Brendan Tangney, Shannon Ahern and Patrick Hickey - gave a unique insight into AI and the



TUI PRESIDENT, DAVID WATERS

opportunities and challenges it presents. On behalf of the TUI, I would like to thank them all for making it such an informative day for everyone. I would also like to thank David Duffy (TUI Education/Research Officer) who was the primary organiser behind the event, the Education Sub-Committee, and in particular Christina Murphy (Chair of the Wexford Branch) who helped make the day a reality.

In conclusion, I wish you all the best and hope you enjoy a well-earned Easter break. For those of you who are attending Annual Congress, I look forward to an engaging conference with robust debate and discussion as we set our priorities for the next twelve months.

Artificial intelligence – know of its impact on

TUI Education Conference 2024

On Saturday March 2nd the TUI hosted its 2024 education conference, the theme being **"Artificial intelligence – What do we need to know of its impact on education?"**. This followed on from the recent publication, by the TUI, of a policy on AI in education which was finalised in October 2023. The conference encompassed issues from post-primary, further education and training and also higher education and took place in the Mullingar Park Hotel.

In total over 130 TUI delegates and external guests attended the event. Guests came from a range of management bodies, think tanks, Governments departments and agencies as well as special guests from our fellow teacher unions in Ireland and the United Kingdom.

The event was opened by TUI President David Waters who set the scene, stating that while we can embrace AI or reject it, we can't ignore it. David then introduced the first speaker who was Dr. Keith Quille from TU Dublin. Keith spoke of what exactly Generative AI (GenAI) is, and what it isn't. He spoke of the need for ethical guidelines on the use of AI and data in teaching and learning for educators, and also of the impact of GenAI on assessment modalities in all sectors of the education system. He outlined how the current phase of GenAI is not

remotely as worrying as what is yet to come in the area of predictive data such as which students may have special educational needs or a pre-disposition to drop out of courses. Keith posed the worrying dilemma of who should have such data and when, or if, students should be told.

The next presentation was by Dr. Michael Callaghan from the University of Ulster. Michael spoke about large language models and their components such as tokens and parameters. He spoke of ongoing developments of GenAI such as Microsoft Copilot. He also pointed out that today's AI will be the worst AI we will ever use. More extensive 'better' models are on the way.

The final speaker of the morning was Dr. Brendan Tangney from Trinity College, Dublin. Brendan spoke of the true meaning of 'exponential growth' in technology and of its historical contexts. Many technological developments have been seen, initially at least, as ground-breaking for the education system but very few have 'lived up to the hype'. However, GenAI may well do so in time. It will certainly make significant changes in how educators work. Brendan gave a good overview of the barriers to adoption of new technologies in the education world. Brendan also posed interesting questions about how GenAI



TUI Education Conference 2024

what do we need to education?

could affect assessment modalities in post-primary as well as further and higher education.

The morning session was closed by TUI Vice President Vivienne Keenan. Following lunch, delegates and guests had a choice of workshops. Both workshops provided an interactive session for teachers and lecturers to examine how GenAI could be used to reduce teacher workload in classrooms and lecture halls. Vivienne chaired a workshop given by Patrick Hickey titled 'Unlocking AI's capacities in education'. The second workshop was chaired by Noel Cronin, Chair of the TUI's Education Sub-Committee. The workshop was delivered by Shannon Ahern and titled 'Stretch students, not teachers – ChatGPT's strategy for enriching education effortlessly'.

The conference was closed by TUI General Secretary Michael Gillespie who gave a summary of the useful discussions which took place during the day. The conference was a great success with a lot of very positive feedback from both guests and delegates. The TUI would like to thank all the staff members and Executive Committee members who helped to design and to run the event. Special thanks are due to David Duffy and Sandra Howard for the months of work that went into the event.



Keith Quille (TU Dublin), TUI General Secretary Michael Gillespie and Dalton Tatton (Department of Education)



TUI Education/Research Officer David Duffy with workshop facilitators Patrick Hickey and Shannon Ahern



Brendan Tagney (Trinity College) with TUI President David Waters



Barry Curan and Paula Donaghy (both Co Donegal branch) with Area 8 Representative Joanne Donaghy

DFHERIS pauses recruitment process mandate for industrial action

Following the advertisement of some new grades in Munster Technological University (MTU) at a lower pay scale than similar positions in Dublin without any engagement with TUI at the agreed national forum, the Union balloted members at third level for industrial action over the non-adherence by the management side to the TUI/DES/THEA Agreement of 2017 concerning the establishment of the sector.

In the national ballot in January, members gave an overwhelming mandate for industrial action, up to and including strike action, over this critical parity of esteem issue, with 92% voting in favour.

Subsequent to this, national lunchtime protests took place on Tuesday, 20th February which showed the strength of feeling on the issue. These protests also received significant national and regional media coverage

As part of the initial phase of industrial action it was decided that members in the sector would, from Monday, 4th March:

- Only to respond to any/all management email enquiries within normal working hours
- Not to participate in or be involved, in any way, in the development of new programmes/modules and
- Not to co-operate with any further extension or development of electronic modes of work.

Following the serving of notice for this industrial action, a commitment was made, in writing, by DFHERIS to pause the recruitment process for the new positions and to engage in a meaningful way to resolve the issues that led to the dispute. The TUI subsequently agreed to pause the 4th March directive.

The TUI remains committed to resolving the matters in dispute, concerning the non-adherence by the management side to the May 2017 Agreement. The overwhelming mandate for industrial action is of considerable value in this regard.

The Union will continue to insist on parity of esteem across the TU sector, which must have nationally agreed terms and conditions for all the grades represented by the TUI and for any proposed new grades within the scope of the Union.



TUS ATHLONE



SETU CARLOW



TU DUBLIN - TALLAGHT CAMPUS



TU DUBLIN - BLANCHARDSTOWN CAMPUS

for certain grades after overwhelming and protests from TUI members



SETU WATERFORD



ATU CLUAIN MHUIRE



ATU GALWAY



TU DUBLIN - BOLTON STREET



DKIT



MTU CORK



ATU LETTERKENNY



TUS LIMERICK



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TUI proud to be part of Ireland's first Trade Union Week

The TUI is proud to be part of Ireland's first Trade Union Week, which will take place between 29th April and 6th May. The week will mark the culmination of the ICTU's Better In A Trade Union campaign, which was launched to promote the values and benefits of trade union membership.

Featuring public and private sector workers from across the island of Ireland, including TUI Executive Committee member Anthony Dowling, the high-profile Better in a Trade Union campaign highlights benefits such as enhanced job security, advice and support, improved terms and conditions of employment, and better pay. Trade union representatives from the various sectors featured in a significant advertising and social media campaign in the run-up to the announcement of the week.

In a recent RED C omnibus poll, 44% of 18-34-year-olds in employment stated they would be interested in joining a union. Their leading reasons for doing so were that trade unions:

- Provide employment protection in the workplace, and
- Negotiate better pay and conditions.

At the event's launch, ICTU General Secretary Owen Reidy said union members benefit from higher wages than non-unionised workers, and there is a growing awareness among young workers, in particular, of the benefits of trade unions.

For young people, trade unions provide hope in helping them navigate the mounting socio-economic challenges for their generation – such as the housing and climate crises. They also recognise the power of collective bargaining, and how it leads to better rates of pay.

In the RED C poll, people were asked why they hadn't yet joined a trade union, and the most common response was 'Nobody ever asked me to'.

TUI President David Waters described the Better In A Trade Union campaign as 'critically important' for the movement.

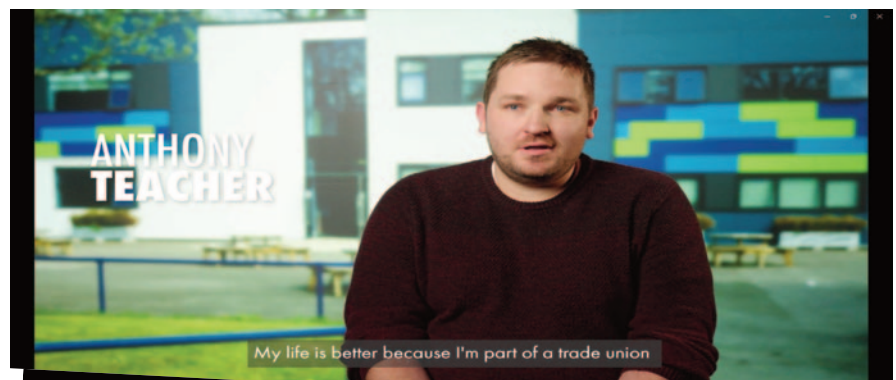
'The more members trade unions have in their relevant sectors, the stronger they are for all workers,' he said. 'As trade union activists, we have a duty to ensure that younger generations are made aware of the benefits, protections and securities that trade union membership brings, and how it enhances working lives. We have to be relevant to young workers.'



TUI EXECUTIVE COMMITTEE AND STAFF ENDORSING THE BETTER IN A TRADE UNION CAMPAIGN

Trade Union Week activities will take place in workplaces and local communities between Monday, 29th April and Friday, 3rd May, including information stalls and social events, activities in schools, colleges and universities, and public talks, table quizzes and film screenings.

If you are interested in organising an event for your workplace for Trade Union Week, you should seek approval for funding in advance from your local TUI branch. Branches are encouraged to support such events.



Screenshots from TUI Executive Committee member Anthony Dowling's Better In A Trade Union video

Workplaces can avail of free Breast Health Awareness & Education Programme

The TUI, in partnership with Breast Cancer Ireland and Cornmarket, is delighted to run the Breast Health Awareness & Education Programme.

The aim of this programme is to promote the importance of breast health education to TUI members. As part of this presentations will be provided by Breast Cancer Ireland which will explain the eight signs and symptoms of breast cancer and how to perform a self-check examination. This invaluable information will help to drive awareness of breast cancer and encourage TUI members to self-check regularly to identify what is normal for them, so that if an abnormality does occur, it will be identified early and hopefully provide a more positive outcome.

Breast cancer will affect 1 in 9 women during their lifetime* and early detection is key. There is a common misconception that breast cancer only affects older women. However, the statistics tell a different story. 30% of women diagnosed with the disease, are aged between 20 and 50*. The aim of this programme is to drive awareness and ultimately save lives.



Presentations can be arranged during lunch time or after school / college hours, either in person or online and only take approximately 30 minutes.

You can register your interest in a presentation by emailing tui@bciresearch.ie

To find out more, visit: cornmarket.ie/tui-breast-health-programme/

**Source: Breast Cancer Ireland, 2023*

This programme is brought to you through the TUI Income Continuation Plan. The programme is not a regulated financial product. This programme provides an education and awareness presentation on the signs and symptoms of breast cancer only. It is the responsibility of each TUI member or attendee of the presentation to investigate any health concerns directly with their G.P.

DISCLAIMER: The TUI, programme organisers, sponsors and supporters of the programme cannot be held responsible for any subsequent development of disease following participation in the programme.

The TUI Income Continuation Plan is underwritten by New Ireland Assurance Company plc.

Cornmarket Group Financial Services Ltd. is a member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. This is not a regulated financial product or service.

TUI in the media

'In terms of addressing shortages, TUI General Secretary Michael Gillespie suggests the more obvious factors at present are the pension issue and failure to properly recognise experience gained abroad. One, he says, is contributing to the departure of many young teachers to the Middle East or Australia while the other is making it harder to get them back again.' - **Irish Times, 23/1/24**

'Members of the TUI working in third level have voted for industrial action in a dispute over the establishment of technological universities. The union says the dispute been caused by the Department of Further and Higher Education's failure to adhere to an agreement reached seven years ago, and that a ballot of its 4,600 members in the sector produced a huge majority in favour of taking action.' - **Irish Times 25/1/24**

'Nationwide protests will be staged at technological universities this afternoon in a dispute over pay. Third level members of the TUI will take part in the action to highlight what the union said are unacceptable regional variations in pay and conditions in the sector. The union has accused the Department of Further and Higher Education of failing to adhere to a collective agreement on the establishment of the technological university sector.' – **RTE 20/2/24**

'The TUI has called on the Government to intensify engagement on the threats and opportunities posed by artificial intelligence in the education system.

The TUI said that departmental guidelines and regulatory safeguards should be formalised and regularly assessed and updated to ensure the education system is in no way "outpaced" by AI.

The union said that the potential of AI to reduce the significant administrative burden in the teaching profession should be fully explored. It is also warning however that the technology must not be allowed to replace or displace the work of teachers or lecturers.' - **RTE 1/3/24**

Former TUI member raising awareness of prostate cancer in Ireland

One of our former members hasn't sat on his laurels since retiring from his position as Principal of St Colmans Community College, Midleton in 2017.

Having undergone a battery of tests Gerry Kelly was diagnosed with prostate cancer in autumn 2021 and had a prostatectomy in spring 2022.

He has since written an account of his journey and published the book, 'Prostate, Piddling and Passion.'

While his musings deliver hard facts about the cancer journey, the book is also



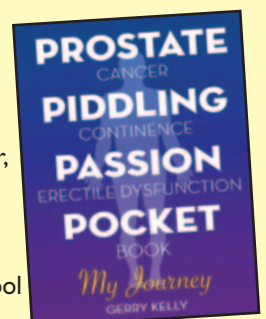
peppered with humour, and Gerry has told his story on national radio and TV, most recently on The Tommy Tiernan Show.

His mission is to demystify what is largely a taboo subject in Ireland.

As a TUI member, Gerry served as school rep in Mayfield Community School and in St Aidans Community College. He was the first male TUI nominee elected to Co Cork VEC and went on to be the last Chairperson of Co Cork VEC and the first Chairperson of the new Cork ETB.

Apart from writing his book he is a member of the TUI Golf Society!

Find out more on gerrykellycork.com.



Payment of the PME allowance for all eligible Post Primary and Further Ed teachers – deadline for applications approaching!

In August 2023, the Department of Education issued Circular letter 38/2023 in relation to the payment of the Professional Master of Education (PME)/Higher Diploma in Education Allowance (H.Dip in Ed) or an accepted equivalent qualification for teachers whose date of first qualified teaching service is between 5th December 2011 and 28th April 2013 and who were appointed to the existing pre-2011 pay scale.

Members should be aware that the closing date for receipt of applications for qualification allowances will be 29th March 2024. Any late application received by the Department/ETB after 29th March 2024 will not be processed and will be returned to the sender. There will be no exceptions to this provision.

Eligible teachers are those that are appropriately qualified and registered Route 2 post primary teachers and Route 3 further education teachers, who:

- a. Were first appointed to an Oireachtas funded teaching post before 1st January 2011 and
 - Whose date of first qualified teaching service is between 5th December 2011 and 28th April 2013 and
 - who were appointed to the existing pre-2011 pay scale and
 - who hold a Professional Master of Education (PME) or equivalent and
 - are not currently paid the PME/H.Dip in Ed Allowance as they were subject to the maximum value of the honours primary degree allowance.

OR

- b. Were first appointed between 1st January 2011 and 31st January 2012 and
 - Whose date of first qualified teaching service is between 5th December 2011 and 28th April 2013 and

- who were appointed to the existing pre-2011 pay scale due to having previous unqualified teaching service and
- who hold a Professional Master of Education (PME) or equivalent and
- are not currently paid the PME/H.Dip in Ed Allowance as they were subject to the maximum value of the honours primary degree allowance.

The circular applies to eligible teachers teaching in post primary schools or in other approved settings including Further Education settings (VTOS, BTEI, PLC etc), Centres of Education and Special Schools with a Post Primary component and who are currently paid on the pre-2011 pay scale.

Teachers must apply for this allowance using the form attached to the circular letter, which is available on the TUI website.

Notice from Department of Education to school staff who claim for Jobseekers with the Department of Social Protection (DSP) when schools are closed

Pre-February 2024 Process

Schools staff may be entitled to claim Jobseekers for school holiday periods. For schools staff paid directly by the Department of Education payrolls, this previously involved the completion of Department of Social Protection form UP2CD titled "Details of Accrued/Accumulated Holiday Pay Entitlements for Education Sector Workers". This form was submitted to the relevant Payroll Section of the Department of Education in Athlone for completion of payroll details about the applicant. From July 2023, the Department provided these details in a DSP (Department of Social Protection) Data Request Certificate which was then submitted to DSP as part of their application process.

New Process for Repeat Jobseekers Claims from February 2024.

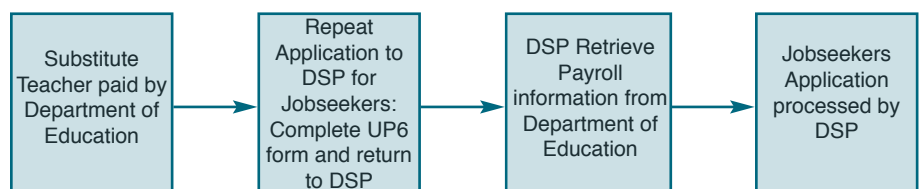
The Department of Education (DoE) and the Department of Social Protection (DSP) have entered a data sharing arrangement. The new process will involve DSP staff requesting the necessary payroll information directly from the Department of Education payrolls.

Repeat applicants wishing to claim jobseekers for school holiday periods will be issued with the UP6 repeat claim form and the UP2cd holiday entitlement form by DSP as normal. The UP6 form must be submitted to DSP who will then request the payroll information directly from DoE. There is no longer a requirement to request payroll information from the Department of Education using the UP2CD form.

First Time Jobseekers Claims from School Break February 2024.

Schools staff who are claiming jobseekers for the first time can make a jobseeker's claim online or by completing the UPI form. The form can be posted or brought to their INTREO Centre or Social Welfare Branch Office. When the UPI is submitted by the applicant the necessary payroll information will be requested by DSP to DoE.

The quickest and easiest way to apply for Jobseekers is online on MyWelfare.ie. You will need a verified MyGovID account. You can get a verified MyGovID account if you have a Public Services Card, a verified mobile phone number and an email address. To make a jobseekers claim online or through the local office process you must have a Public Services card.



REPORT ON RESOLUTIONS OF CONGRESS 2023 AND ACTIONS TAKEN

MOTIONS CARRIED

A. THIRD LEVEL

A1 – ACADEMIC FREEDOM

1 Dundalk IT (Amended by SETU Carlow-Wexford)

Congress calls on the Executive Committee to immediately engage with the Department / HEA and other relevant bodies to protect academic freedom by reversing the trend of funding being contingent on Institutional compliance with requirements of political / ideological pressure groups or make TUs and IOTs answerable to organisations outside the state.

This issue was tabled for discussion at the IOT IR Forum and is to be on the agenda for the January meeting of the Forum.

2 Dundalk IT (Amended by IADT Dún Laoghaire)

Congress notes that academic freedom is legislatively provided for in the Institutes of Technology Act 2006 and the Technological University Act 2018. Academic Freedom is defined in the TU Act 2018 as follows: “A member of the academic staff of a technological university shall not, subject to the provisions of any enactment or rule of law, be disadvantaged, or subject to less favourable treatment by the technological university, arising from his or her questioning and testing received wisdom, putting forward new ideas or stating controversial or unpopular opinions in his or her teaching, research and any other activities either in or outside the technological university.” (It is similarly worded in the IoT Act 2016.) Congress instructs the Executive Committee that the TUI must uphold and defend academic freedom and must write to the management of any TU/IoT which infringes upon or transgresses against academic freedom and to take any other

actions required to protect members.

The Union, following appropriate consultation with the branch officers in the branch concerned, will communicate with the management of any IOT/TU which infringes on or transgresses in respect of Academic Freedom.

3 Dundalk IT

Congress notes the circulation by Academic Administration of materials that are inappropriately politicised and explicitly endorse contestable ideological assertions, while excluding or disparaging legitimate alternative perspectives; In some cases, going so far as to make nonconformity with highly controversial ideologies a disciplinary offence. Congress instructs the Executive Committee to engage with the Department to highlight the current uncritical propagation of this inappropriately politicised material, and demand that management cease the circulation of such material and instead ensure that material circulated as part of staff training or informing policy is

based on robust and empirical evidence and tolerates a diversity of perspectives.

TUI Head Office provides the necessary advice and assistance to the Branch Officers and members in cases where this issue arises with a view, in the first instance, to addressing and resolving the matter locally through the appropriate mechanisms (including the Grievance Procedure).

A2 – ASSESSMENT

5 MTU Cork

Congress demands that TUI will resist any attempt by third-level management bodies to convert onsite corporeal end-of-semester examinations to online examinations, except upon specific public health advice, and will ballot its members for industrial action should any IOT or TU unilaterally enforce such a decision.

This situation did not arise in the past year.



LIZ FARRELL ADDRESSING ANNUAL CONGRESS 2023

7 Dublin Colleges (Amended by Dublin Colleges)

Congress instructs the Executive Committee that it insists that in the case that changes are made to the contract for lecturers, these changes must not include the abolition of the payment for the corrections of exams. The rate for such payment for the marking of scripts should be commensurate with the rate paid for correcting Leaving Certificate scripts.

The matter of payment rates for examinations was referred by the TUI to the Public Service Agreement Group (PSAG) under the terms of Building Momentum, in conjunction with the other relevant trade unions with members in Higher Education. By the end of the year an outcome to this referral was still awaited.

8 Dublin Colleges (Amended by Executive Committee)

Congress instructs the Executive Committee of the TUI to call on the Department of Further and Higher Education Research Innovation and Science to provide adequate and appropriate support for the assessment of large class groups.

This issue has been tabled for discussion at the relevant IR Forum.

6 MTU Cork

Congress acknowledges the considerable work done by members to ensure that teaching and learning continued during the COVID-19 pandemic. Congress notes however that members have been forced to use unsupervised open book assessment in situations where such modes of assessment are inadvisable on academic grounds. It is a matter of the utmost interest and importance to TUI members that they can stand over the grades and awards given by their institutions.

Congress instructs the Executive Committee to campaign to ensure that established modes of assessment are not changed, on a one-off or an indefinite basis, unless the lecturer deems such a change to be academically sound or government health guidelines dictate otherwise.

See Motion 5 above also.

4 MTU Cork (Amended by MTU Cork/Executive Committee)

Academic Integrity is a matter of crucial importance to Institutes of Technology and Technological Universities. The success of their graduates is predicated on it, the value of their awards depends on it. The reputation of an HEI is only as strong as confidence in the quality of its awards.

However, the enormous increase in the use of unsupervised, remote assessment makes the promotion and maintenance of academic integrity an almost insurmountable challenge. This impacts on the workload, the morale and the professional reputation of academic staff.

Congress therefore instructs the Executive Committee to prioritise academic integrity and how it impacts academic staff in its negotiations and discussions with the management and official side and seek the immediate amelioration of any additional workload.

The issue of Academic Freedom has been tabled as an agenda item for the IoT IR Forum. Individual or location-specific workload issues are addressed as they arise – at local level in the first instance. The general issue of matters related to lecturing (which is to consider appropriate balance in lecturers' work, inter alia) is proper to the review of lecturing agreed under the 2017 collective agreement. Also see Motion 2 (above) in relation to academic freedom.

A3 - CONDITIONS OF SERVICE - THIRD LEVEL

9 Executive Committee (Amended by Executive Committee/Limerick Colleges/SETU Carlow-Wexford/Dundalk IT/IADT Dún Laoghaire/TUS Athlone)

Congress instructs the Executive Committee that the consultation exercise with Third Level Branches and national negotiations which follow the publication of the OECD Report must address the sector's excessive academic workloads, lack of promotional opportunities and career structure, and

managerialist culture so that our sector and our members can achieve their very considerable potential and serve our students and our regions as they deserve.

Noting what the report puts forward regarding alleviation of academic workload through the employment of categories of education support staff, Congress instructs that in any negotiations the TUI will resolutely oppose casualisation and exploitation of support staff who may be employed as part of new academic work practices and will make securing decent terms, conditions and pay for any such staff an important objective for the Union. Congress notes with concern that, in relation to a new academic career structure, the report advises that "its advancement opportunities should be limited to those employed under a new employment contract" and instructs that in any negotiations the Union will oppose any such attempt to restrict members from access to academic promotional opportunities. Congress further instructs that negotiations on members' contracts, terms and conditions will be conducted at national level.

Noting the exclusion to date of the North East and of Dún Laoghaire from the reconfiguration of Third Level, Congress instructs that TUI policy must favour equity for all regions and that the Executive Committee make the integration of Dundalk IT and IADT into the Technological University Sector prerequisites before national negotiations on the issues covered by the OECD Report can progress.

The policy of the Union is informed by and reflects the concerns expressed in the motion. There is an ongoing campaign, using the available mechanisms both at local and national level, to address casualisation. In the media, in regard to third level, the Union has consistently highlighted the grossly inadequate funding of TUs/IoTs along with the worsening student/lecturer ratio.

The negotiations in regard to matters relating to lecturing (committed to by government under the 2017 collective agreement) have not yet commenced.

Attempts by management to act pre-emptively have been resisted whenever they occur, either at local or national level.

21 MTU Cork (Amended by SETU Carlow-Wexford)

12 years have passed since the loss of church holidays, loss of long-service increments, reduction in evening weighting and script correction rates of third-level TUI members under the national collective agreements. These sacrifices were understood to be a temporary measure in the public interest during a time of national financial crisis. The financial crisis is long over but these “temporary” sacrifices still remain. Congress directs the Executive Committee to address this issue.

The TUI has raised this issue in relevant fora. The evening weighting and script correction rates were referred to PSAG. Loss of church holidays formed part of the TUI submission to the hours body and has been raised the meetings of the 4 teacher unions in the context of discussions concerning a possible successor agreement to Building Momentum

12 Dublin Colleges (Amended by SETU Carlow-Wexford)

Congress instructs the Executive Committee of the TUI to begin negotiations with the Department of Further and Higher Education, Research, Innovation and Science for the creation of a proper career structure such as exists in other established third level institutions. In particular we seek an increase in the percentage of positions at senior lecturer or higher with a view to reach parity by 2026 and a re-instatement of the long-service increments.

This will be done in the context of the promised review of lecturing under the May 2017 agreement (incorporating such discussions as are necessary on the OECD report) and in related discussions in respect of Organisation Design in TUs

10 Executive Committee

Congress instructs that the Executive Committee demand from DFHERIS that

the Employment Control Framework (ECF) in respect of staffing of the Third Level sector be removed forthwith.

In conjunction with other relevant trade unions the TUI has demanded removal of the ECF.

11 Executive Committee

Congress re-affirms the fundamental importance of the successful educational model which made Regional Technical Colleges and Institutes of Technology the key drivers in extending participation in Irish third level education, particularly to disadvantaged and under-represented sections of society. Congress notes with concern the dangers posed to our students, regions and the national interest should newly established Technological Universities or the newly established Department of Further and Higher Education, Research, Innovation and Science fail to appreciate the necessity for practice-led, inclusive third level education of the apprentices, undergraduates and postgraduates vital to the development of a successful society and economy.

Congress instructs the Executive Committee that a key objective for the TUI in the national negotiations shaping the TU sector must be preserving and enhancing the excellent educational practice which allowed our sector to develop into TUs in the first place. In particular, Congress instructs that, in national negotiations following the publication of the OECD report, the TUI protect the value of teaching and community engagement from being diminished in favour of an overemphasis on research, as well as our students’ experience of easy access and close collaboration with lecturing staff.

In media statements, the effects of the shamefully high student/teacher ratio at third level in Ireland was set out, specifically in relation to the effects on student access to academic staff.

The Union has also consistently and robustly demanded that the regional mission of the sector be maintained as TUs develop. The Union has made a particular point of championing high quality apprenticeship education.

A4 – INCREMENTAL CREDIT

27 Dublin Colleges

The denial of incremental credit to post 2011 entrants and its impact on time to progression, career earnings and pension are the key ‘new entrant’ issues in the 3rd level sector. Congress instructs the Executive Committee to lodge a claim to address the issue whereby any staff employed from 2011 onwards were denied incremental credit. In the event that the claim is not met in advance of Congress 2024 the Union will ballot for industrial action.

The TUI’s Executive Committee decided to use the 1% available under the Sectoral Bargaining fund of Building Momentum to make progress for members who were denied appropriate incremental credit. This is reported on elsewhere in the Annual Report.

The TUI tried to have the specific issue of those appointed in the period 2011-16 addressed through the sectoral bargaining mechanism but was unsuccessful in this regard. The Union will seek to have the matter addressed as soon as possible using whatever mechanism holds out that prospect.

A5 – TECHNOLOGICAL UNIVERSITIES

30 Executive Committee (Amended by IADT Dún Laoghaire)

Congress notes that since 1st May 2022 there are now five Technological Universities in Ireland, with two Institutes of Technology, currently outside of the TU structures. Congress instructs the Executive Committee to demand from DFHERIS that IADT and DKIT be facilitated, as a matter of urgency and immediate concern, to be part of the Technological University sector and that the HEA provides the funding and resources in a transparent and accountable manner to enable this transition. In the event that this does not happen, Congress instructs the Executive Committee to ballot for appropriate industrial action, up to and including strike action.

The existing TUs have advised either (a) that they are not prepared to enter

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talks with DkIT about a merger or (b) that for several years to come they would not be in a position to enter such talks.

Given the critical importance of university status, DkIT has had to explore other alternatives to ensure that the Institute, as a first and urgent step, remains in a position to award Level 10 qualifications.

Therefore, initial talks have commenced between DkIT and NUI Maynooth with a view to establishing a deeper, mutually beneficial and structured collaboration. At the time of writing, merging or amalgamating DkIT with NUI Maynooth is not under discussion.

The TUI has consistently raised this urgent issue – in regard both to DkIT and IADT - at relevant fora and meetings, including meetings with DFHERIS and the Minister for FHERIS.

32 TUD Blanchardstown

Congress instructs the Executive Committee to insist the management of technological universities cease taking decisions to cut programmes in various schools and disciplines without programmatic review, evaluation or consultation with staff teaching / researching on these programmes. Such unilateral decisions by technological universities to cut programmes represents a breach of Memorandum of Understanding (MOU) Agreements (TUI & TU Dublin, 2018) and is not compatible with the Technological Universities Act 2018*. Congress instructs the Executive Committee to call on management of technological universities to immediately halt any further unilateral decision-making in relation to termination of programmes pending a proper process of programmatic review across programmes and proper consultation and agreement with our members.

Where it has arisen, the matter has been raised in the appropriate IR fora, both local and national.

*Technological Universities Act 2018
Functions of technological university

9. (1) The functions of a technological university, having particular regard to the needs of the region in which the campuses of the technological university are located, shall be to-

..(b) provide programmes of education and training that reflect the needs of individuals, business, enterprise, the professions, the community, local interests and other stakeholders in the region in which the campuses of the technological university are located and facilitate learning by flexible means.

31 MTU Cork

Congress instructs the Executive Committee to ballot members to seek the issuing of a directive for phased national industrial action (where appropriate) up to and including strike action with effect from 1st October 2023 in the event that any consortium does not honour in full its commitments to TUI members that are required to be honoured by that time under an agreed Memorandum of Understanding between the relevant TUI branches and management.

Issues in respect of aspects of MoUs in the different TUs which have not been implemented in a timely manner have been dealt with locally by the INTUCs in the relevant IR fora using the agreed IR procedures, including the Grievance Procedure.

B. FURTHER EDUCATION AND TRAINING

B1 – ADULT EDUCATION

34 Co. Wexford/Galway/Co. Mayo (X2)/Co. Westmeath

Congress instructs the Executive Committee to negotiate with relevant bodies to maintain and develop the existing Community Education Services within ETBs. In addition, Congress further instructs the Executive Committee to negotiate that roles within the Community Education Services are secured and supported further, to strengthen the provision of vital education within the Further Education and Training sector, through Community Education delivered programmes.

An update on the Organisational

Design process is contained elsewhere in this Annual Report. The issue of Community Education delivery was raised by TUI representatives at various fora, including the ETB Industrial Relations forum and the regular bilateral meetings with SOLAS.

35 Galway (Amended by Co. Waterford)

Congress instructs the Executive Committee to seek terms and conditions for tutors in Further Education that are equitable to that of their teacher colleagues. At present, tutors are not allowed to work more than 22 hours per week but their pension contributions are calculated as if they have only worked part of a week. Tutors travel between centres as it is part of their work remit, yet this travel time is not considered as part of their working hours. There is also inequality in the current situation surrounding absence on uncertified sick leave in the Further Education sector, where a teacher can avail of three days self-certified sick leave without producing a Doctor's cert but a tutor can only avail of two. These inequalities occur when both the teacher and the tutor teach the same learners on the same course, on the same module and at the same QQI level in the same centre. This is unfair discrimination and as such should be addressed immediately.

An update on the discussions surrounding the proposal for the regularisation of terms and conditions of service for Adult Education tutors is contained in this Annual Report.

The TUI continues to bring these issues to national fora. Significant gains have been achieved in relation to pensions and leave schemes.

33 Co. Cork/Cork City

Congress notes that the Organisation Redesign Process for the Adult Education Services has been in the works for nearly 10 years. In this period, the Adult Literacy Services, the Adult Education Guidance Services, The Community Education Services, and other strands of our nonformal provision have been working with insufficient staffing structures. This is having a detrimental effect on the staff and on the structure of the service. Congress instructs the Executive Committee to

make clear the urgency of expedient completion of this process, to insist upon adequate and appropriate staffing, along with significantly improved terms and conditions to reflect the work being done.

A date for a hearing at the Workplace Relations Commission (WRC) date has been set to progress the Organisational Design Process in ETBs.

36 Cork City (Amended by Galway)

Congress instructs the Executive Committee to ballot relevant members with a view to initiating a campaign of industrial action in support of Tutors given the failure of the government to make an offer as ordered by the Labour Court Ruling dated 19 March 2020.

An offer was received on 17th April 2023 and the ongoing discussions relating to the proposal are reported on elsewhere in this Annual Report. The Executive Committee will consider all available courses of action should negotiations break down.

B2 - ASSESSMENT

38 Co. Donegal (Amended by Co. Kerry)

Congress notes that the role of the teacher and the needs of the student are lost among the excessive administrative burden of QA and assessment procedures for the FET sector. This situation has been steadily worsening as time has gone on. Congress demands that the Executive Committee negotiate with the relevant bodies and in consultation with teaching staff, a national approach to assessment that is simplified and standardised.

The TUI has raised the matter with ETBI, SOLAS and DFHERIS. Work is underway to re-establish the FET Stakeholders' Forum as a mechanism to discuss nationally applicable policies and approaches for the FET Sector.

41 Dublin & Dún Laoghaire

The system for marking QQI modules has an antiquated system of payments that is unbalanced and unfair to the people doing the assessment work. Core modules are in the main not due payment but some that are seldom taught would have a payment awarded to them. It can only be fair that all members that deliver, design and mark students' work be paid as equals in a modern and fair way. Congress instructs the Executive Committee to engage with SOLAS, ETBI as well as the stakeholders in QQI to address this imbalance and seek a payment system for all modules that are corrected by members across all the levels delivered, (2,3,4 & 5).

The TUI raised this matter with the relevant parties/stakeholders, including SOLAS and DFHERIS as is reported elsewhere in this Annual Report.

39 Co. Carlow

Congress instructs the Executive Committee to negotiate payment to teachers/ tutors assessing coursework with ITEC, CIDESCO and City & Guilds. Teachers/ tutors correct assignments, case studies and assess treatments demonstrated and evidenced. These are required to be completed before students can sit exams.

See motion 41 (above).

B3 – CONDITIONS OF SERVICE - FET

46 Executive Committee

Congress condemns the failure of ETBI to reconvene the FET Stakeholders' group despite previous commitments given to the TUI. The FET Stakeholders' group proved itself to be extremely beneficial to the sector and gave a coherent national approach to issues that were occurring across the country. Congress instructs the Executive Committee to demand the reconvening of the FET Stakeholders' group as soon as possible.

A commitment has been received that the FET Stakeholders' Group will be reconvened and will, as an initial measure, work to develop an

online/blended learning policy for application in the ETB FET sector.

42 Galway/Co. Carlow/Executive Committee

Congress calls on the Executive Committee to seek immediate information, consultation and negotiations from the Department of Further and Higher Education, Research, Innovation and Science and other relevant stakeholders on the meaning of the term "FET College of the Future". Local agreements and conditions of our members cannot be altered under such a guise. Lack of clarity on this issue is causing fear and consternation among our members about terms and conditions, transfers, reassignments, loss of local identity and even the loss of jobs.

The TUI has insisted that discussion regarding the FET College of the Future (so called) must be conducted at national level, in the appropriate fora. The Union has intervened where local managements have attempted to develop a local, unilateral interpretation and/or implementation of the 'FET College of the Future' concept. The Union continues to engage with ETBI, SOLAS and DFHERIS on the issue.

48 Galway/Co. Cork/Dublin & Dún Laoghaire (Amended by Dublin City)

In light of unprecedented and rapid changes in the FET sector, it is crucial that the holistic model of Guidance Counselling and the working terms and conditions of Guidance Counsellors are protected. Congress instructs the Executive Committee to engage with stakeholders including SOLAS, ETBI, DFHERIS, the 16 ETBs, to insist the protection of professional practice of its members who are Guidance Counsellors in Colleges of Further Education, to preserve the holistic model of Guidance Counselling and protect working terms and conditions.

The TUI raised this matter with SOLAS and DFHERIS – as is reported on elsewhere in this Annual Report.

47 Co. Cavan

Congress Instructs the Executive Committee to demand when dealing with DFHERIS/Department of

Education/SOLAS that the current model for Teacher Allocation in FET schools remains the same as that in Post-Primary Schools and that any move to an outcomes-based model for Teacher Allocation such as the proposed new funding model for FET be stopped. Outcomes, such as progression to employment or Higher Education, are not within the control of the Teacher.

The TUI maintains this position in engagements with all relevant stakeholders.

At a meeting with SOLAS on the matter, the TUI Executive Committee clearly outlined Union policy.

50 Co. Limerick/Executive Committee

Further Education, Adult Education and Community Education is suffering a recruitment and retention crisis. To continue to be able to deliver a consistently high-quality education, Congress instructs the Executive Committee to demand that DFHERIS immediately address the issues that are blocking people from choosing a career in these sectors. Sustainable contracts, teaching in well-resourced facilities in our own communities must be delivered without delay.

The TUI maintains this position in ongoing engagements with the relevant stakeholders and in negotiations at the relevant fora.

56 Galway

Congress instructs the Executive Committee to engage in discussions in relation to travel expenses for those who travel between centres on the same day. At present, it is not available to tutors travelling from one centre to another as it is part of work remit. Tutors are asking if they could seek travel expenses, especially in the current financial climate. If you start from your home to one centre not getting an allowance there, but if you have to then travel to another centre that a travel expense becomes available for that journey.

Discussions are ongoing with management. A resolution based on a standardised approach has been sought. Individual cases of employers refusing to pay valid expense claims are pursued by the Union as they arise.



TUI GENERAL SECRETARY MICHAEL GILLESPIE

49 Co. Clare

Congress asks the Executive Committee to request, from relevant stakeholders, that no changes happen locally until national agreements have been finalised for ALO/CEF/BTEI

Coordinator/Guidance Counsellor roles. Changes that have been happening in ETBs are premature as current structures are still in place. Staff are being funded under these current structures/provisions, and no changes have been agreed.

ETBs were reminded, in writing, by the DoE that terms and conditions and reporting structures should remain as currently established and that any proposed changes to terms and conditions are subject to engagement and negotiation via relevant IR fora. While the ETB IR Forum is the relevant national forum for most ETB grades, in the case of teachers, including those in PLC colleges, it is the Teachers' Conciliation Council.

51 Co. Clare

Congress instructs the Executive Committee to work on behalf of those employed on a part time basis to reduce the qualifying period for the awarding of a CID period for Further Education to two years similar to those working as teachers. This unfair practice makes it more difficult to gain entitlements to

mortgages and to ensure stability of work in Further Education.

The TUI maintains this position in engagements with all relevant stakeholders.

52 Co. Cavan

Congress instructs the Executive Committee to insist that in any negotiations with DFHERIS/SOLAS/DoE, there will be no erosion of teachers' terms and conditions as a result of the proposed new Further Education and Training (FET) Funding Model.

This has always been and remains TUI policy The Union maintains this position in engagements with all relevant stakeholders and at the Teachers' Conciliation Council.

B4 – YOUTHREACH

63 Tipperary NR/Dublin & Dún Laoghaire/Dublin City

Congress notes that Co-ordinators and Resource persons who commenced in Youthreach post February 2012, have been impacted by the loss of allowance which has resulted in a two-tier payment structure for persons of the same grade. Congress notes that under the sectoral bargaining these monies could be

restored to both grades. Congress instructs the Executive Committee to pursue the outstanding monies lost to new entrant members since 2012.

The Sectoral Bargaining fund under Building Momentum was used, in the Further Education sector to provide all members in FE with a pay round of 1%. Restoration of allowances unilaterally removed by Government in 2012 (for new beneficiaries) is a policy priority for the TUI and is consistently raised at the appropriate fora with the Department of Education and the DFHERIS.

This matter of allowances for Youthreach grades will also be considered in the event of there being a sectoral bargaining element in a successor pay agreement to Building Momentum.

61 Limerick City Schools

Congress instructs the Executive Committee to negotiate that Youthreach Resource Persons and Co-ordinators may apply for authorised leave to allow them the opportunity to conduct State Examination duties in line with their TUI counterparts.

A claim in this regard has been lodged at the ETB IR Forum and is reported on in this Annual Report.

This issue has also been brought to the attention of the Department of Education and the State Examinations Commission.

66 Limerick City Schools (Amended by Co. Kerry)

Congress instructs the Executive Committee to demand that qualified teachers in the positions of Youthreach Coordinator and Resource Persons are recognised as teachers and awarded parity of conditions with teachers in the Youthreach provision. This reiterates the stance of TUI where “the right to education means the right to qualified teachers”. Students in Youthreach have the same entitlements as students in mainstream settings and so by failing to acknowledge and award the same conditions for qualified teachers in Youthreach, the Ministers for Education are failing to recognise the excellent teaching that occurs in Youthreach and

ensuring that the recruitment crisis continues into the future.

The TUI maintains this position in engagements with all relevant stakeholders.

64 Co. Donegal/Limerick City Schools

Congress instructs the Executive Committee to address with DFHERIS the current staff recruitment and retention issue in Youthreach and the consequent extra workload on Resource Persons exacerbated by the absence of midterm breaks and the length of the Youthreach year, to bring it in line with the post primary sector, i.e. 166 days.

The TUI is engaged with the Department under the auspices of the WRC in this regard. Further detail is contained in this Annual Report.

65 Limerick City Schools

Congress instructs the Executive Committee to negotiate rigorously with the DoE in relation to getting recognition that the roles carried out in Youthreach centres by Resource Persons and Coordinators are teaching roles and not administrative roles.

The TUI maintains this position in engagements with all relevant stakeholders.

C. SECOND LEVEL

C1 – CLASS SIZE

70 Boyne Area/Executive Committee

Congress instructs the Executive Committee to negotiate with the DoE to adjust the current Pupil Teacher Ratio (PTR) in schools to provide that no class size will exceed 24 students. This is separate to the current TUI class size directive which is in place for practical subjects and learning support classes which should remain as is.

The importance of smaller class sizes is regularly highlighted in the Union’s media statements. As a measure to tackle the teacher supply crisis, the TUI has called for enhanced teaching allocation for schools to allow for the provision of contracts of full hours

upon initial appointment, which would also facilitate smaller class sizes.

71 Cork City

Congress instructs the Executive Committee to develop a policy on online learning and recommends that within this policy class sizes for online classes delivered by members shall not exceed the agreed size for classes where delivery is in a physical classroom.

The Union is actively engaged with this complex issue. The appropriateness and effectiveness of online teaching and learning have yet to be established as have safe and practical parameters for the various sectors of the formal education system. The Union has engaged with other teacher unions, with educational research bodies and with the international education community in relation to best practice. The advent of AI, especially generative AI, has added further complexity to the matter.

C2 – CONDITIONS OF SERVICE – SECOND LEVEL

86 Galway/Co. Cork/Dublin & Dún Laoghaire/Co. Laois/Cork C&C/Cork City/Dublin City

Congress instructs the Executive Committee to negotiate with the Department to terminate the Croke Park hours. These hours were brought in as a temporary measure in 2011 and no longer serve their purpose.

These hours were introduced under the Public Service Agreement and continued under the Haddington Road Agreement, Lansdowne Road Agreement the Public Service Stability Agreement and Building Momentum.

The TUI has repeatedly raised the issue of Croke Park Hours at the relevant fora. The review of Croke Park Hours carried out under the terms of the May 2016 TUI/DoE Agreement led to 10 hours of the 33 being delivered on other than a whole school basis. The TUI continues to seek to reduce the emphasis on whole school delivery, save where appropriate.

83 Co. Offaly/Co. Carlow/Co. Roscommon

Congress instructs the Executive

Committee to negotiate with the relevant Departments to increase the number of discretionary hours teachers fulfil under Croke Park and thus reduce the number of hours teachers must fulfil on a whole school basis.

See Motion 86 above.

77 Tipperary NR/Co. Laois

The practise of staggered opening has ensured the desired safe return to post primary school of our learners over the years, in particularly our younger students. Deviation from this current practice will militate against students' wellbeing and safety. This Congress calls on the Executive Committee to meet with the DoE to renegotiate CL0072/2022 with a view to allowing schools the flexibility to open in a safe manner. The review must look for a satisfactory path to allow schools to have a staggered start at the beginning of the year.

The following text was agreed with the Management bodies and the Department of Education.

"Where, for logistical reasons, it is not

possible for schools to be open to receive all students on the commencement of the school year the present arrangement for a short, staggered approach still applies subject to the length of the school year remaining unchanged. It is expected that all students should be in school by the third day of the school year."

C3 – EXAMINATIONS

91 Dublin C & C/Co. Clare

Congress instructs the Executive Committee to enter into negotiations with the relevant bodies to find a solution to holding oral and practical examinations during Easter holidays. While teachers may sign up to examine these exams many teachers of these subjects feel pressure to accompany and prepare students outside of term time. All teachers are entitled to the same holidays and it is unfair that one teacher may lose out on a significant portion of their holiday based on the subject they are qualified to teach.

The TUI issued a joint statement with the ASTI on 29th November 2023 which

highlighted that students and teachers want a return to the arrangements that applied pre-pandemic. The results of a TUI survey on the same issue were mentioned in the statement.

The Department of Education, despite the concerns of the unions, has issued the dates for the 2024 examinations. The TUI will continue to seek a return to the pre-pandemic arrangements. The issue of teachers who accompany students during the school closure period has been raised with the State Examinations Commission.

98 Co. Clare (Amended by Co. Kerry)

Congress instructs the Executive Committee to engage with the Department of Education to insist that principals release teachers for practical and oral exams without restrictions – which is having a massive impact on assessment and the future guarantee of externally assessed examinations.

Every year the TUI asks both the Department of Education (DoE) and the State Examinations Commission (SEC) to urge schools to release teachers to participate in the State



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examinations. Such participation is of benefit to the teachers, their schools and the wider system. The DoE and the SEC have repeatedly, including several times in 2023, assured the TUI of their agreement with us in this matter. Indeed communications have issued to schools asking for teachers to be released for this vital work. However, it is still a matter for the individual school to decide whether to release a teacher or not.

92 Tipperary SR

Once again, Leaving Certificate Oral exams are scheduled to take place over the Easter break. This is an erosion of the established breaks in term, asking teachers and students to be available outside of term time. Congress instructs the Executive Committee to establish a mechanism to meet the SEC to discuss terms and conditions of teachers who take on Examiner roles and have very little voice in their terms and conditions. This mechanism must review any changes regularly and give teachers a voice in the process.

See Motion 91 (above).

The TUI meets frequently with the SEC (either on a bilateral or multilateral basis, as appropriate). Such engagements took place throughout 2023, as they have in previous years. While the TUI does not have collective bargaining rights with the SEC, that has not impeded useful discussions which have resulted in many positive outcomes for TUI members, including significant pay rises for SEC contract work in recent years.

93 Co. Wicklow

Congress instructs the Executive Committee to engage with the State Examinations Commission and other relevant stakeholders, to improve and clarify the Junior Cycle exam correction process to make it more transparent for teachers and more attractive to potential correctors.

The TUI raised this issue on a number of occasions during 2023 with the SEC. Related issues were also raised with both the NCCA and the DoE. The TUI continues to press the SEC for substantial payments to be made to SEC contract staff as the single most

important factor in making the process attractive to potential staff. In December 2023, the SEC confirmed that substantial pay rises which had been given as Covid-era measures would continue to be available in Summer 2024. This followed strong representations by the TUI.

The TUI has also raised teachers' concerns about this issue and the absence of a breakdown of marks assigned to questions at the Junior Cycle Implementation Committee.

C4 – INSERVICE

100 Co. Donegal

Congress instructs the Executive Committee to enter immediate negotiations with the relevant agencies to end the practice of PDST training sessions taking place in teachers' own time, i.e. in the evenings and at weekends. Such training is valuable, and all teachers should be afforded the opportunity to attend such training during the school day, thereby also adhering to a work/life balance and teacher well-being.

The issue has been raised with the Department of Education, the management bodies, at the TCC, with the providers of in-service and, most recently, with Oide. The response has been a commitment that all mandatory school in-service will take place in school time. Additional and/or voluntary training may continue to happen outside of school time and it is a matter for any individual teacher to decide whether or not to attend.

This timing of out-of-school CPD has been raised at Junior Cycle implementation, at the NCCA Junior and Senior Boards and at all relevant stakeholder fora. Particular emphasis has been placed by the TUI on the value of CPD and the importance of CPD not encroaching on teachers' personal time.

C5 - POSTS OF RESPONSIBILITY

105 Co. Laois/Executive Committee

Noting

- the recruitment and retention

dimensions of the severe and deepening teacher supply crisis

- the hollowing out of the career structure (since the imposition of the 2009 moratorium) as one of the primary causes of the crisis
- the continuing failure of the Department of Education to provide a viable career structure for teachers and, in particular, its failure to restore AP1 and AP2 posts of responsibility to the pre-moratorium level
- the fact that this failure constitutes a breach of the 2016 collective agreement between the DoE and the TUI/INTO and represents an unacceptable continuation of austerity measures
- the insupportable work overload and intensification for teachers - including principal and deputy principal teachers, holders of AP1 and AP2 posts and unpromoted teachers – that has resulted from this failure
- the resultant and unconscionable diminution of services and supports for students, including vulnerable students, students with additional needs and international/migrant students
- the associated corrosion of teacher morale

Noting also

- Motion 114 adopted by Annual Congress 2022 and the refusal by the Department in the interim to engage with the Union on the key issues set out in that motion

Congress reaffirms the restoration of posts of responsibility as a key priority for the Union and instructs the Executive Committee immediately

- to initiate a sustained campaign to achieve full restoration (to the pre-moratorium level, at least) and in this regard
- to demand restoration of half of the outstanding posts in Budget 2024 and restoration of the remaining posts in Budget 2025.

In the event of failure or refusal by the Department to effect restoration in this (or a more expeditious manner), Congress instructs the Executive Committee to

- do whatever is necessary to achieve

strict and comprehensive application of and compliance with the TUI directive on Posts of Responsibility

- put in place measures, short of industrial action, in the 2023/24 school year, to protect the professional integrity and personal time of members and
- ballot members for a sustained and broad based campaign of industrial action, up to and including strike action, to secure the restoration of AP1 and AP2 posts of responsibility and appropriate career structures

In several press statements and follow-up interviews, TUI representatives called for a full restoration of posts to pre-2009 levels. The hugely negative effects of the degradation of the post of responsibility system on career prospects of teachers and, ultimately, on teacher retention in the profession were clearly set out.

Budget 2024 (October 2023) provides for an additional 500 AP2 posts in the post-primary sector, with effect from September 2024. This measure, while welcome, is wholly inadequate and does not meet the Union's demand. Therefore, the Union's campaign for full restoration will continue.

106 Co. Carlow

Congress demands an urgent review of Posts of Responsibility with a focus on the level of work expected for AP2 posts as the workload is ever increasing and unsustainable. There is also a clear lack of promotional opportunity making the teaching profession a very unattractive profession. We must act now before further damage is done and make promotional opportunities commonplace once more.

CL03/2018 clearly states that the roles and responsibilities must be commensurate with the level of the post – i.e. AP1 or AP2.

The increasing workload being assigned to post-holders is a direct result of the 2009 moratorium. In several press statements and follow-up interviews, TUI representatives called for a full restoration of posts to pre-2009 levels.

At local level, the TUI has insisted through joint consultation meetings that ETBs ensure that schools comply with the terms of Circular Letter 03/2018. This issue was also raised and discussed with the ACCS and the JMB.

103 Co. Wicklow/Co. Carlow/Co. Limerick/Co. Wexford

Congress notes the lack of movement on the restoration of Posts of Responsibility. Congress requests that the Executive Committee seek a meeting with the Department of Education immediately and negotiate not only a restoration of posts, but also an allocation of additional posts.

See Motion 105 above.

104 Co. Donegal/Dublin & Dún Laoghaire

Congress notes the lack of movement on the restoration of Posts of Responsibility and requests that the Executive Committee seek a meeting with the DoE to not only rectify this situation but to also request an increase in posts which would reflect the ever-increasing workload in our schools. With a major teacher retention and supply issue the lack of potential progression for the majority of staff is a significant drawback on supply and retention.

See Motion 105 above.

102 Co. Laois

Congress instructs the Executive Committee to prioritise engagement with the DoE for the revision of the current Circular 35/97 in relation to the Management Structure applied to Prison Education Units. Given the developments in education provision over the last 25 years, this circular is no longer adequate. For example, in the case of Portlaoise Prison an allocation of 22 WTEs with a post allocation of 1 supervising Teacher, 1 AP1 and 3 AP2s with no administration support exists. A comparative allocation in a Post Primary setting allocates Principal, Deputy Principal, 3 AP1s and 5 AP2s with administration support. If the DoE refuses to improve the circular then, the Executive Committee should initiate consultation with affected TUI members about industrial action.

The issue has been raised at meetings with the Department of Education.

C6 - PROCEDURAL ISSUES

109 Co. Carlow

Congress instructs the Executive Committee to take the concerns of congress to the DoE and the media about current ETBI and ETB practices around purchasing and tendering for buses and school supplies. It is unacceptable under economic and environmentally sustainable practices as it currently stands. It is also very damaging to the relationships schools have built with local suppliers. The practices are leading to an ever-increasing workload and cost for our schools and are creating monopolies around the country. If these practices are not stopped with the utmost haste we risk long term damage with our suppliers, environmental damage and teacher willingness to engage in anything out of class.

The Department of Public Expenditure, National Development Plan Delivery and Reform (formerly DPER) has issued a Circular Letter, effective immediately, that will address some of the issues set out in this motion. This Circular allows greater access for local SMEs to public procurement, reduces the bureaucracy at school/centre level, will allow schools/centres to maintain relationships in their local community and can result in the procurement of goods and services in more environmentally sustainable way.

The main points to note are as follows:

■ Goods and Services

- *The threshold at which all contracts for goods and services must be advertised on eTenders has increased from €25,000 to €50,000 (exclusive of VAT), effective immediately.*

■ Works

- *The threshold at which all contracts for works must be advertised on eTenders has increased from €50,000 to €200,000 (exclusive of VAT) also effective immediately.*

- *Contracts for less than €5,000 can be awarded on the basis of verbal or written quotes from one or more competitive supplier.*
- *Contracts between €5,000 and €50,000 can be awarded on the basis of responses to written specifications (for example, sent by email) to at least three suppliers or service providers, responses to at least three quotations sought via the electronic request for quotes facility on eTenders or can be advertised on eTenders as part of a more formal tendering process.*

Full details on the new Circular can be found at DPER Circular 05/2023

A specific issue that arises in the ETB sector is the requirement for all the school/centres to be treated as one entity - i.e. it is the ETB that is procuring goods and services not the individual school/centre. This results in an ETB having to go to tender more often than a standalone school in the C&C or Voluntary Secondary sectors. The TUI continues to raise this matter at various joint consultation meetings locally. In addition, representations are being made by the TUI nationally.

110 Co. Monaghan

In light of the disregard for the agreed timelines in dealing with issues under the Grievance Procedure and the non-existent timeline with TUSLA investigations, Congress instructs the Executive Committee to address this with TUSLA, the management bodies within DoE and ETBI.

The TUI met with senior management in TUSLA and raised members' concerns about the length of time taken to investigate and conclude cases and the anxiety that this delay is causing.

C7 – SUPERVISION AND SUBSTITUTION

116 Co. Carlow

Congress instructs the Executive Committee to negotiate with the Department of Education for a reduction in the additional Supervision and Substitution hours given by members

under the Haddington Road Agreement i.e. seek a reduction from 43 to 37.

This issue was raised with the Teachers' Conciliation Council where the TUI characterised the additional 6 hours as an austerity measure that needed to be reversed. The Claim was not agreed at the TCC and was therefore progressed to PSAG. The PSAG did not agree with the TUI view in relation to the claim. The Union will continue to pursue the matter at the TCC.

112 Dublin C & C

Congress instructs the Executive Committee to renegotiate the terms of Circular Letter 06/2014 to reflect the fact that many schools have hour long or 58-minute classes. The quantum of time to be designated for S&S should be expressed in hours/minutes rather than class units, so as not to unfairly disadvantage those working in schools with classes in excess of 40 minutes.

The TUI has suggested appropriate amendments to the Circular and has made a submission in this regard. The issue has been formally raised by the Union for consideration at the Teachers' Conciliation Council. At end of year the matter was still under review by the management side.

111 Cork C & C

Congress instructs the Executive Committee to engage with the Department of Education on the re-negotiation of the S&S scheme. Included in this negotiation should be another opt-out option and the reduction in the requirement in both the supervision and substitution time per week.

The unions have brought this and related matters to the Teachers' Conciliation Council (see Motion 112 above). The demand for another opt-out arrangement has not been supported by the management bodies or the Departments.

114 Co. Laois

Congress calls on the Executive Committee to seek a review of the Supervision and Substitution system as the current one is unfit for purpose and an intolerable burden on teachers.

See motions 112 and 111 above.

113 Dublin & Dún Laoghaire

The S&S scheme can only be used to cover for certain categories of teacher absence, including uncertified sick leave and teachers' absences due to other approved school activities (e.g. games, competitions and other extra-curricular activities) and to cover the first day of each absence due to force majeure leave and illness in family leave.

Due to the current teacher recruitment crisis, teachers are regularly called to substitute during their timetabled S&S periods outside of the terms of Circular Letter 06/2014. Congress instructs the Executive Committee to demand negotiations with the Department of Education to pursue payment for hours of substitution provided by members where casual supervision cannot be provided. The supervising teacher will be paid the personal rate for all supervision provided outside the framework of Circular Letter 06/2014.

The Teaching Hours Extension Scheme was made available again for post primary schools, for the 2023/24 school year. Details of the scheme for 2023/24 are set out in CL 35/2023, which is also published at: gov.ie - Teacher Supply Post Primary: Teaching Hours Extension Scheme 2023/24 (www.gov.ie)

Under the scheme, teachers who are paid for 22 hours in a week can provide up to a maximum of 35 additional teaching hours per term, during the 2023/2024 school year.

For the 2023/24 school year, there are four terms the dates for which are as follows:

Term 1 – 1st September 2023 to 30th October 2023.

Term 2 – 6th November 2023 to 22nd December 2023.

Term 3 – 8th January 2024 to 22nd March 2024.

Term 4 – 8th April 2024 to 31st May 2024.

Payments for Teachers are made approximately 6 weeks after the terms ends.

CL 71/2022 had set out the arrangements for the Teaching Hours Extension Scheme for 2022/2023 school year and identified three terms

Information Note 01/2023 subsequently provided for an increase in the maximum number of additional hours, for terms 2 and 3 under the scheme, from 20 additional hours per term, to 35 additional hours per term, the dates for which were as follows.
Term 1 – 14th November 2022 to 21st December 2022 (20 Hours)
Term 2 – 5th January 2023 to 5th April 2023 (35 Hours)
Term 3 – 17th April 2023 to 31st May 2023 (35 Hours)

C8 – TEACHING COUNCIL

118 Cork City/Co. Cork/Co. Carlow (Amended by Co. Kerry)

Congress instructs the Executive Committee to negotiate with the Teaching Council the reinstatement of a one-year post-grad teaching qualification. The current requirement for a two-year PME is putting huge financial burdens on students and their families. It takes up to 6 years to become a qualified teacher; this is creating an extra burden on state finances. It is also having an impact on the recruitment of new teachers.

In several media statements and interviews, the TUI highlighted the issues set out in the motion. In particular, the reduction of the PME to one year was repeatedly presented by the Union as a measure that would significantly help tackle the recruitment and retention crisis and prevent access to the profession becoming unaffordable for very many in Irish society, including those appropriately qualified persons wishing to move to teaching following industrial or other relevant working experience.

TUI members on the Teaching Council have regularly raised this issue at meetings of the Council.

121 Cork City

Congress calls on the Executive

Committee to request that the Teaching Council reduce its initial membership subscriptions for trainee teachers who are in year 3 or 4 of a concurrent teaching qualification or on a PME course. As they are not deemed fully qualified and still attending and paying college fees, this is an extra cost to their pre-entry to the teaching profession.

The TUI raises this issue regularly with the Teaching Council, both through our nominees on the Council and at all engagements we have with the Council.

120 Co. Cork/Cork City

Congress notes that schools are finding it difficult to source Newly Qualified Teachers (NQTs). Congress instructs the Executive Committee of TUI to request that the Teaching Council and DoE allow teachers doing substitute hours to complete their Droichead. Currently, it only allows teachers with their own hours to complete the induction process.

The Teaching Council is engaged in a review of the Droichead process. The TUI, as a stakeholder, is engaging in this process and has raised the concerns of members.

As matters stand, teachers must complete a minimum block of 200 hours of teaching employment in an eligible setting from the date on which they applied for Droichead. The TUI continues to advocate at all stakeholder meetings that Droichead be completed as part of the second year of the PME.

C9 – TRANSFERS/REDEPLOYMENT

124 Co. Monaghan/Co. Westmeath

Congress instructs the Executive Committee to negotiate with the DoE and other employers to establish a national voluntary redeployment panel. Teachers who wish to relocate would keep their permanent/CID status. Congress calls upon the DoE and other employers in the post-primary education sector to establish an appropriate online portal on which teachers seeking voluntary redeployment could enter their details and be facilitated with

redeployment to a post in another region. Using this portal, teachers would enter details such as qualifications, teaching council number, teaching subjects, the area they wish to transfer to and other relevant information. The establishment of this scheme is essential for the well-being of teachers who travel for hours daily to and from work. The European Parliament policy directive on The Work Life Balance 2019 promotes such initiatives. Furthermore, it would reduce teachers' carbon footprint, which is in line with Irish and European Parliament positions on climate targets.

The TUI has developed a proposal in this regard and has engaged directly with the Department of Education on the issue, addressing queries and identifying potential uses. The TUI is also engaging with the management bodies in an effort to progress the proposed scheme.

The Union has also engaged with Educationposts.ie and the Teaching Council to secure support for the national voluntary redeployment scheme proposed by TUI. The TUI has also had a motion on the issue passed at the Women's ICTU Conference.

123 Co. Westmeath

Congress instructs the Executive Committee to negotiate with the relevant management bodies a mechanism whereby teachers/tutors in Further Education could transfer between centres if a position was available in their teaching subject area and keep their permanent/CID status.

See Motion 124 (above). The matter will also be addressed at the relevant fora for grades other than teachers.

127 Birr-Gallen

Congress instructs the Executive Committee to negotiate with the department a suitable system to redeploy or swap positions with teachers in other schools nationwide to reduce travel being undertaken daily by teachers commuting to work which is causing unnecessary carbon emissions.

See motion 124 (above).

126 Co. Donegal

Congress instructs the Executive Committee to negotiate with the relevant management bodies a mechanism whereby teachers could redeploy between different ETBs if a position was available in their teaching subject area and keep their permanent/CID status.

See motion 124 (above).

125 Co. Donegal/Co. Cork/Co. Offaly/Cork City

At a time when global warming has become a major concern when the Government and the European Parliament are demanding that education cuts its greenhouse gas emissions, the DoE hasn't a workable voluntary redeployment scheme. There are large numbers of teachers crossing several counties to drive to their place of work, many of whom are driving hundreds of kilometres daily. At a time when Ireland is suffering from an unprecedented teacher retention crisis, when workers are demanding a work/life balance, the DoE does not have a workable voluntary transfer system that would assist teachers cutting their global footprint and improving their work/life balance. Congress instructs the Executive Committee to continue to negotiate with relevant education bodies a mechanism by which a permanent/CID teacher can redeploy to a school nearer to their home and keep their permanent/CID status.

See motion 124 (above).

D. WORKLOAD**131 Executive Committee**

Years of under-resourcing and understaffing have resulted in unsustainable workloads, only added to by unnecessary and burdensome bureaucratic distractions from the central activity of teaching and learning. In this context, Congress instructs the Executive Committee to seek to establish the excess of workload and engage in a campaign to rationalise the duties of all members to ensure our members' rights to a healthy work-life balance and a reasonable, manageable workload.

Increasing and unmanageable workload, particularly work that is not

related to teaching/learning, was cited by TUI representatives in media interviews as a driver of resignations from the profession.

The TUI continues to highlight the increased workload of our members at all stakeholder meetings and to demand that additional time and resources be provided for the rollout of all new initiatives. In this regard, the Union has cited both the underpinning principles and the specific terms of the May 2016 agreement.

In the cases of individual schools/centres where excessive and/or unreasonable demands are made by local management, the Union has intervened on behalf of members, utilising the grievance procedure or other appropriate processes, including requirements under Health and Safety legislation.

132 Co. Donegal

Congress notes the increasing and relentless demands on teachers in terms of workload: both directly course-related and administrative. The discretionary Croke Park hours are a wholly inadequate measure of the work undertaken by teachers outside of class time and have become work in themselves whereby teachers even have to have paperwork to request permission to do them. Congress therefore instructs the Executive Committee to negotiate with the Department of Education to establish teacher professional autonomy and to remove the paperwork associated with these hours.

The TUI has negotiated with the relevant management bodies to protect the professional autonomy of teachers to utilise the 10 discretionary hours as they believe appropriate.

128 Co. Limerick/Executive Committee

Congress instructs the Executive Committee to negotiate with the Department of Education, Department of Further and Higher Education, Research, Innovation and Science and SOLAS to bring about a streamlining of the reporting and bureaucratic processes involved in dealing with multiple agencies. At present our members are

required to engage in monotonous, repetitive, and time-consuming paperwork, which is often unnecessarily duplicated. A streamlining of the paperwork would reduce this workload for our members.

See motion 131 (above). The specific issue of administrative overload was regularly raised by the Union in the media.

129 Co. Wicklow

Congress instructs the Executive Committee to continue engagement with the ETBI to streamline and improve the procurement procedures in schools and centres in order to reduce the gross inefficiencies that have now become part and parcel of the day to day work of teachers. The current system is unnecessarily overcomplicated and causing unacceptable increases in workload for teachers and school administration and support staff while also obstructing teachers from effectively teaching students and providing opportunities for extracurricular learning activities. The overall effect is negatively impacting on the learning experience of all students.

See Motion 109 (above).

E. HOUSING, SOLIDARITY & MISCELLANEOUS ISSUES**134 Dublin Colleges**

Congress instructs the Executive Committee to campaign for:

- the declaration of a housing emergency
- a referendum providing for the right to housing
- rent controls and greater protection for tenants
- affordable student accommodation
- a state-led building programme to provide social and affordable, energy-efficient housing.

Congress instructs the Executive Committee

1. to seek that the ICTU, under the auspices of the Raise the Roof Campaign, organise a major campaign of action on housing including a mass demonstration in May

2. to ensure that all protests that call for Government action on the lack of affordable accommodation emergency have an official TUI presence
3. to ensure that support for these protests is communicated beforehand to all TUI branches.

Congress notes the complete failure of the Executive Committee to mobilise the membership for the Raise the Roof Protest in November 2022.

In the national media, the TUI has regularly highlighted the significant negative effect that the housing emergency was having on teacher recruitment and retention.

The Union has continued to participate in and to support the Raise the Roof campaign.

136 Dublin & Dún Laoghaire

Congress instructs the Executive Committee to engage in a publicity campaign to call on the government to introduce free public transport. Free public transport would have enormous benefits for our members and would reduce carbon emissions. Cities such as Tallinn, Hwaseong, Freiburg, Edinburgh and Dunkirk have shown that free (or heavily subsidised) public transport makes a huge, positive difference to people's lives.

This matter is best addressed by the Union through the relevant ICTU structures.

135 Co. Donegal

Congress deplores the totally unsatisfactory situation in relation to mica and other deleterious materials found in homes in Ireland and in particular Donegal. Congress notes the mental torture inflicted on adults and children impacted by mica. Congress supports the call for 100% compensation for homeowners affected by the mica homes scandal.

The TUI, in all available for, continues to seek 100% redress for homeowners affected by Mica.

In the immediate aftermath of this motion being passed at Annual

Congress 2023, TUI members in affected communities engaged extensively and effectively in media interviews on the issue.

F. CLIMATE ACTION/JUSTICE

142 Dublin & Dún Laoghaire/Co.

Limerick/Executive Committee

Congress instructs the Executive Committee to encourage schools/workplaces to engage and become involved with Community Power Schemes and engage with Sustainable Energy Community Groups to show leadership in communities in the area of sustainable energy solutions.

The Union, through its committee structures, is considering how best to pursue the intent of this motion.

141 Co. Limerick/ Dublin & Dún Laoghaire/Executive Committee

Congress instructs the Executive Committee to demand that relevant stakeholders prioritise building the capacity and opportunity of Further Education Practitioners in their capability to deliver education for sustainable development within their respective programmes.

The Union is involved in various projects at local, national and international levels with a view to empowering members and their schools/centres to deliver education for sustainable development. The Union has also sought the provision of appropriate CPD in this regard.

140 Dublin & Dún

Laoghaire/Executive Committee (Amended by Executive Committee)

Congress instructs the Executive Committee to engage with the Department of Education to insist they become (immediately) a TFI Smarter Travel partner, and in doing so show their commitment to sustainable travel planning by:

- Surveying all teachers on their commuting habits;
- Encouraging teachers to use more sustainable transport;
- Developing and implementing an action plan of sustainable travel initiatives;

- Supporting schools and centres of education to implement the action plan;
- Dedicating financial and non-financial resources to supporting initiatives and
- Monitoring the performance of the action plan.

Congress further instructs the Executive Committee to monitor progress in Higher Education and to engage with DFHERIS on the same issues.

It is hoped to make progress in regard to these matters in 2024.

143 Dublin & Dún Laoghaire

Congress instructs the Executive Committee to engage with Department of Education and NCCA to demand a review of Junior and Senior Cycle curricula with the intent to provide greater emphasis and additional depth on the topic of Biodiversity in pertinent subject disciplines, as well as CPD in the area of Biodiversity Education as a matter of urgency. TUI should also recognise the importance of the issue of Biodiversity, by publicising relevant topics in the TUI News.

The Union, through its representatives on the Council of the NCCA, the NCCA Junior and Senior Cycle Boards and the relevant NCCA subject development committees, seeks to ensure that environmental sustainability, including biodiversity, is included in and appropriately informs the curriculum.

G. ADDITIONAL EDUCATIONAL NEEDS

146 Waterford City

Congress instructs the Executive Committee to enter into negotiations with the Department of Further and Higher Education, Research, Innovation and Science and other relevant organisations to ensure that the SEN general allocation – based on student numbers and demographics in a school, as operating in the post-primary sector – be extended to Colleges of Further Education. This will ensure that students with additional learning needs avail of a continuum of support. The current

situation is that learning support is provided on an ad-hoc basis and is not reckonable service for teachers. This allocation is required in all Colleges of Further Education as a matter of urgency due to the welcome increase in recent years of students presenting with additional needs.

This issue has been addressed with SOLAS and the Department of Further and Higher Education, Research and Innovation. The TUI continues to make representations for the provision of a more consistent level of support to all students, especially those with additional needs.

144 Boyne Area

Congress instructs the Executive Committee to demand of the Department of Education that schools are given the required hours for teachers to cater for the needs of students of special educational needs especially in the line of completing the required paperwork so that the students' needs are met.

The TUI has requested that the DoE give schools clearer instructions about the appropriate use of the SET allocation to ensure that the practitioner is given adequate time for planning and the completion of student profile plans. The TUI requested that the DoE remind schools that if the allocation in this respect is inadequate that they can apply for an additional allocation.

147 Co. Donegal

Congress recognises the needs of SEN students in the Youthreach sector and instructs the Executive Committee to highlight these needs to DFHERIS and ensure that these students receive high-quality SEN support by experienced and qualified SEN teachers and Resource Persons.

See Motion 146 (above). The Union has consistently called for increased resourcing for Youthreach, including in relation to the additional needs/SEN of learners.

H. RULES - REQUIRED UNDER LEGISLATION

149 Executive Committee (Amended by Executive Committee)

Replace current Section Q, comprising current Rules 143 to 145, inclusive, with the following Section Q, comprising new rules 143 to 149, inclusive, and re-number all subsequent rules accordingly.

Section Q Unworthy Conduct

143. The Executive Committee shall establish an Unworthy Conduct Hearing Committee pursuant to procedures laid down by the Executive Committee from time to time and the Unworthy Conduct Hearing Committee shall act in accordance with these rules and with the said procedures.

144. The Unworthy Conduct Hearing Committee may,
- consider an unworthy conduct charge brought against a member
 - make a finding as to whether or not the member is guilty or not guilty of unworthy conduct
 - and, in the case where it has found the member guilty, make a recommendation as to what sanction or sanctions, if any, should apply, for consideration and decision by the Executive Committee
 - furnish a written report to the General Secretary, to include the finding of the Unworthy Conduct Hearing Committee, and the recommended sanction/s, if any.

For the avoidance of doubt, the Unworthy Conduct Hearing Committee shall have power to determine a charge of unworthy conduct in respect of conduct occurring before the introduction of these rules if such conduct would have constituted unworthy conduct under the rules previously in force.

145. A member shall be guilty of unworthy conduct if, in the

opinion of the Unworthy Conduct Hearing Committee, the member has been guilty of conduct which,

- is injurious to the interests of the Union and/or
- breaches Union directive in relation to Industrial Action and/or
- undermines the representative, contractual or legislative rights of a member or members and/or
- is inimical to the objects of the Union as set out in Rule 2.

146. A charge of unworthy conduct may be brought against a member

- (i) by the Branch of the member concerned or
- (ii) other than where the charge is against a current member of the Executive Committee, by the relevant Area Representative or (following formal written request by an official of the Union) by the Honorary Secretary in accordance with the procedures laid down by the Executive Committee from time to time.

147. Should the Unworthy Conduct Hearing Committee find that the member is guilty of unworthy conduct, the Executive Committee shall consider the report of the Unworthy Conduct Hearing Committee and any submission/s made to it by the member and shall determine what sanction, if any, to impose on the member. The Executive Committee shall act in compliance with these rules and with procedures laid down by the Executive Committee from time to time.

148. (a) The Unworthy Conduct Hearing Committee may recommend, and, subject to the proviso set out at rule 148 (b) below, the Executive Committee may impose, one or more of the following sanctions upon a member who has been found guilty of unworthy conduct:

- censure;
- fine;
- suspension from membership for a specified period of time;
- expulsion from the Union

(b) The Executive Committee shall not have power to impose a sanction or sanctions which exceed in severity the sanction or sanctions recommended by the Unworthy Conduct Hearing Committee. For these purposes, the sanctions listed at rule 148 (a) shall be deemed to be listed in order of severity with ‘censure’ as the least severe and ‘expulsion’ as the most severe sanction.

For the avoidance of doubt, the Executive Committee shall have power to substitute a sanction recommended by the Unworthy Conduct Hearing Committee with a sanction or more than one sanction of lesser severity.

149. In the event that a member who has been found guilty of unworthy conduct fails to remedy that conduct or fails to comply with a sanction that has been applied, that member may be liable to a further charge of unworthy conduct in that regard, subject to these rules.

The Rule Book has been amended accordingly.

148 Executive Committee

Rule 88 states:

“The Branch Treasurer may be allowed such honorarium in any year from the Branch Funds as the Branch may allow.” Congress directs that Rule 88 be deleted and that all subsequent rules be renumbered accordingly. This is in line with Revenue rules.

The Rule Book has been amended accordingly.

I. RULES

150 Executive Committee

Replace current Rule 89 in its entirety with the following:

Each full member, associate member and retired member of the Union shall pay an annual subscription as decided by Congress.

From 1st January 2024, the annual subscription for full membership shall be 0.75% of gross annual salary inclusive of any and all allowances paid. The maximum annual subscription paid will be capped and shall not exceed 0.75% of the fifth point of the Common Basic Scale (post 2011), rounded to the nearest euro.

In the event of a change in the Common Basic Scale (post-2011), the resultant change in the maximum annual subscription will apply from 1st January of the following calendar year.

New members in their first teaching/lecturing post shall receive a refund of the subscription they pay in respect of their first twelve consecutive months of Union membership. The refund shall be made by way of a single payment in the month of December immediately following that first twelve-month period of membership.

The Rule Book has been amended accordingly.

154 Executive Committee

Amend Rule 97 which currently reads: A member who is in arrears to the extent of having failed to pay his/her subscriptions, levies and fines to an amount equal to, or in excess of the amount due by him/her in respect of twelve months shall cease to be regarded as a member and shall forfeit all privileges of membership. Should a lapsed member wish to re-join he/she must apply for membership in accordance with these rules.

To read: The membership of a person who is in arrears to the extent of having failed to pay his/her subscriptions, levies and fines to an amount equal to, or in excess of the amount due by him/her in

respect of twelve months shall be regarded as having lapsed. Should such a person wish to re-join he/she must apply for membership in accordance with these rules.

The Rule Book has been amended accordingly.

157 Executive Committee

Amend Rule 81 by the addition of point (v), as follows:

(v) The provision in Rule 7 that a retired member’s first year subscription will be paid by the TUI Branch of the member at the time of retirement.

The Rule Book has been amended accordingly.

158 Executive Committee

Congress agrees, in Rules 100 and 138, to replace the words ‘Third World Fund’ with ‘Global Development Fund’.

The Rule Book has been amended accordingly.

J. EQUALITY

164 SETU Carlow-Wexford/ Co. Offaly/Co. Carlow/Tipperary SR

The Irish Congress of Trade Unions and IBEC jointly launched the reasonable accommodation passport scheme in June 2022. The passport system provides a confidential live record of the barriers people face and the accommodations agreed upon to prevent or reduce its impact in the workplace.

The Reasonable Accommodation Passport allows the employee to:

- explain the impact of their working conditions on them, given their personal circumstances
- explain the barriers that they encounter that may stop them from participating fully at work
- suggest adjustments that they think will make it easier for them to participate fully
- review the effectiveness of accommodations provided and the ongoing impact on their work
- explain any change to their health or circumstances
- feel reassured that their manager will

know what to do if they become unwell at work, when to contact emergency services and who to contact if necessary

- know how and when their manager will keep in touch should they be absent from work due to disability.

The passport's purpose is to:

- make sure that both the employee and employer are clear about what accommodations have been agreed upon and have a record of these
- reduce the need to reassess and renegotiate accommodations every time an employee changes jobs, is relocated or is assigned a new manager
- provide an employee and employer with the basis for future conversations about accommodations.

Congress instructs the TUI Executive Committee to engage with the employers in the Irish education system to adopt and use the reasonable accommodation passport in their employment systems.

The TUI engaged with the management bodies/employers in this regard.

162 Cork City/Co. Cork

Congress demands that equal treatment in respect of Maternity leave be afforded to teachers who have children born through surrogacy. Congress instructs the Executive Committee to engage with all necessary government departments to ensure that this objective is achieved in a timely manner.

This engagement has happened. A claim was lodged at the Teachers' Conciliation Council and a motion re same has been tabled for the 2024 ICTU Women's Biennial Conference.

K. HEALTH AND SAFETY

166 Tipperary NR (Amended by Co. Kerry/Dundalk IT)

Having regard to dignity and respect in the workplace and the necessity to preserve and maintain a healthy work-life balance this Congress calls on the Executive Committee to negotiate with the DoE and DFHERIS to establish and implement a National Policy to eliminate

the digital invasion of personal time & space.

See Motion 131 (above). This matter is being addressed in the broader context of the extensification and intensification of work. The Union is also seeking application of a Right to Disconnect protocol for all members, across all sectors.

167 Co. Donegal (Amended by Dundalk IT)

At a time when well-being is of major concern nationally and globally, we find teacher and lecturer stress and anxiety levels at an all-time high in many educational institutions. Congress instructs the Executive Committee to conduct a survey of members as to what the main issues impinging teacher and lecturer well-being currently are. Based on these results, a committee within the Union will be set up to look at reforms within education to reduce stress and anxiety and improve well-being overall.

These are among the issues that will be broached in the pre-Congress 2024 survey of members.

168 Co. Donegal

It is entirely unacceptable to this Union that members may work in unsafe and dangerous buildings, including mica-affected ones. Congress, therefore, instructs the Executive Committee to engage with all relevant government departments and agencies on this issue and seek that the relevant authorities carry out an urgent and comprehensive audit of where our members are employed. Furthermore, Congress instructs the Executive Committee to seek the issuing of immediate and appropriate advice (from authorities) should such an audit identify any health and safety concerns. Members must also raise any such issues with the workplace health and safety officer.

Under the Health, Safety and Welfare at Work Act, 2005, all employees are entitled to elect a Safety Representative. This person's role is to represent all staff on health and safety matters in their workplace. Experience has shown that not all schools/centres/colleges have elected a Safety Representative even though this is a legal requirement.

There is an important distinction between the role of Safety Representative and that of Safety Officer, the latter being held ex officio (by the Principal/Manager in a C&C and Voluntary Secondary school/CE in the case of an ETB/Health and Safety Officer or Head of School in an IoT/TU) and having significant statutory responsibilities.

A Safety Representative is an elected position that cannot be assigned as a role under a Post of Responsibility schedule (AP1/AP2) in our schools/colleges/centres. It is a role to which members of staff other than teachers/lecturers may be elected.

The Health and Safety Authority (HSA) has developed a free online course for safety representatives. This short 30-minute course is designed for new and existing safety representatives. It is also suitable for employers, employees, safety committee members and anyone with an interest in health and safety matters.

The aim of the course is to raise awareness of the role of a safety representative and to provide health and safety information relevant to that role. The Safety Representatives course does not replace training but provides information that may be useful as part of the training process.

Certification is provided by the Health & Safety Authority (HSA) to those who complete the course and achieve a minimum of 80% in the on-line questions at the end of the training. The entire course including the questions will take approx. 30 minutes.

Further resources for Health and Safety Representatives can be found at: https://www.hsa.ie/eng/enterprise_and_employee_supports/safety_representatives/

165 Co. Donegal

Congress instructs the Executive Committee to insist that the Department of Education and DFHERIS conduct health and safety reviews in each school and college specifically in relation to the overall ventilation status of each school, college or centre building and that this

review takes into account all parameters such as ceiling heights and window openings in relation to the floor area of rooms. This is even more evident as a result of SARS-CoV-2 virus.

See motion 168 (above).

L. EDUCATION

178 Co. Clare/Cork City/Co. Cork/Co. Donegal/Co. Limerick/Dublin C&C (Amended by Co. Kerry)

The distribution of grades achieved in Junior Cycle subjects demonstrates a pooling of grades towards the middle. The grade band for merit is too broad while the grade band for distinction is too narrow. Congress instructs the Executive Committee to negotiate with Department of Education and the State Examinations Commission a change to the current banding system in place in awarding grades at Junior Cycle, remove it and replace it with a fairer system of banding that reflects fairly the achievements of the student.

During 2023 the TUI continued to raise concerns about grade bands in Junior Cycle, especially the Distinction and Merit bands. The issue was raised by the TUI with the NCCA and with the Department of Education. It was an agenda item also at the Junior Cycle Implementation Committee meetings. The TUI has also raised the matter with the University of Limerick (UL) researchers who are working on an extensive study of Junior Cycle. The TUI notes that the issue of grade bands has been cited in existing reports from the UL researchers and is hopeful that recommendations along the lines sought by the TUI will be included in forthcoming UL reports.

M. SENIOR CYCLE REFORM

181 Co. Clare/Executive Committee/ Tipperary SR

Congress notes the unilateral changes made to the Senior Cycle on the 29th March 2022. The changes, it was opined by the Minister, are intended to empower students, embed wellbeing and enrich the student experience.

Congress also notes with dismay the complete lack of consultation with us, the practitioners, before, during or since that announcement. Congress finds the following changes to be regressive, retrograde and frankly disrespectful

1. The proposed move of oral examinations to the Easter break
2. The proposed interim measure to move paper 1 – Irish and English to 5th year from September 2023
3. The proposed imposition of a move to teacher-based assessment at Leaving Certificate

Congress acknowledges and is in favour of reform, as exemplified and shaped by the TUI through the NCCA Senior Cycle Review.

However, government needs to know that the TUI will vigorously campaign to protect the integrity of the State Examinations. Therefore, Congress instructs the Executive Committee to initiate a media campaign to highlight the inadequacies of these proposals both from a professional and pedagogical perspective and, if and when necessary, to ballot relevant members on industrial action – up to and including strike action.

Throughout 2023, the TUI engaged in significant media activities on these key assessment issues, making it clear that members will not assess their own students for state certificate purposes.

The Union also campaigned vigorously for a reversal of the Minister's announcement in March 2022. The TUI was therefore pleased that the Minister has delayed, at least temporarily, her proposal in relation Paper 1 in two subjects taking place in fifth year. The TUI is continuing to campaign to ensure that the reversal is made permanent.

182 Co. Carlow/Dublin & Dún Laoghaire

Congress demands, that for all future Leaving Certificate syllabi (specifications), the Department of Education, the NCCA and SEC publish the full range of syllabus documentation concurrently and not less

than 12 months prior to implementation of the syllabus.

The syllabus documentation to include: a detailed syllabus which embeds depth of treatment and comprehensive teacher guidelines into the syllabus, sample examination papers and sample marking scheme.

Throughout 2023, the TUI continued its campaign for adequate scaffolding of learning outcomes to ensure teacher confidence, the early publication of marking schemes and sample papers, and also the publication of teacher support guidelines. The TUI is continuing to demand that these vital measures are provided.

N. ORGANISATION

184 Co. Donegal (Amended by Co. Kerry)

Congress instructs the Executive Committee pro-actively to encourage Branches to elect a Sustainability Representative to

- liaise with workplaces within the Branch to monitor the employer's commitment to sustainable development, encompassing climate action and just transition
- represent the Union at joint consultation meetings with the employer on all matters that relate to sustainability
- raise awareness among members of sustainability issues and climate justice issues.

Branches have been encouraged to elect Sustainability Representative, with many having done so at their AGMs in October/November 2023.

As a sustainability measure the Union is planning to reduce by 30% the number of hard copies of the TUI News sent to workplaces in 2024.

188 Dublin C & C

Congress demands that each edition of the TUI news contain an update on work completed on behalf of members in the Voluntary Secondary Sector, in common with updates on Further Education and Third Level.

Each edition of the TUI News now

contains an update on work completed on behalf of members in the Voluntary Secondary Sector.

186 Galway/MTU Cork

Congress instructs the Executive Committee to reduce the number of TUI magazines that are sent out to schools and centres. Alternatively, a QR code could be on the limited number of magazines to encourage members to read the virtual copy of the magazine. This would be in line with the TUI sustainability policy/National Strategy on Education for Sustainable Development in Ireland.

See motion 184 (above). As of January 2024 the number of TUI News magazines that issue in hard-copy will be reduced by 30%.

O. PAY & NATIONAL AGREEMENTS

208 Tipperary SR

Teachers who upskill and complete qualifications that previously attracted allowances (in their own time and to benefit teaching and learning for their students) are no longer eligible to receive such allowances owing to the withdrawal of allowances in 2012. Congress instructs the Executive Committee to negotiate the restoration of allowances in the next round of pay negotiations to incentivise a spirit of excellence in teacher professional development.

The restoration of allowances has been brought to the public sector pay talks as an important issue that must be dealt with.

This issue has also been raised in media interviews where appropriate.

210 Co. Meath/Dublin & Dún Laoghaire/Dublin C&C

Congress instructs the Executive Committee to demand that the Public Services Committee of the ICTU actively oppose and reject clauses in any future pay agreements that weakens the pay/pension parity link between the pay of a serving grade and the pension of the person who retired on that grade or its equivalent grade.

The TUI has advised the ICTU of the TUI's policy in this regard. The Union's view in this regard is reflected in the views of other public sector unions.

206 Co. Wicklow/Co. Carlow/Co. Donegal/ Co. Wexford (Amended by Co. Kerry)

Given the crisis in recruitment and retention, Congress notes that the withdrawal of both the SEN allowances and the teaching through Irish allowance has contributed to a lack of qualified teachers. Congress instructs the Executive Committee to immediately engage with the Department of Education in order to seek their reintroduction.

See motion 208 (above). The restoration of allowances has been brought to the public sector pay talks as an important issue that must be dealt with.

This issue has also been raised in media interviews where appropriate.

207 Dublin & Dún Laoghaire

Congress instructs the Executive Committee to seek that pre-2011 allowances be restored to all teachers.

See motion 208 (above).

212 Tipperary SR

At a time when it is difficult to recruit teachers, Congress instructs the Executive Committee to insist that the next National Pay Agreement must decisively end pay discrimination.

It is the intention of the TUI to address remaining issues of pay discrimination in the context of a successor agreement to Building Momentum or, in the absence of such an agreement, through available collective bargaining mechanisms.

P. PENSIONS

217 Co. Meath/Dublin & Dún Laoghaire/Tipperary NR (Amended by Co. Kerry/ SETU Carlow-Wexford)

Congress notes that:

- (i) the introduction of the Additional Superannuation Contribution has

resulted in members paying a significant percentage of pay towards their pension and the retention of parity link between the pay of public servants and pension is only guaranteed until the end of December 2023.

Congress instructs that the retention of the link between the pay of serving colleagues and the pension applicable to retired peers is put on a statutory basis to stop the reselling of it in national wage agreements and that the TUI do everything in its power to insist that the parity link be extended.

The TUI is clear in its insistence that the link between pensions and the salary of the serving grade be maintained. In the absence to date of a statutory provision, the Union has told the Public Services Committee of the ICTU that extension of the linkage is required.

Q. PERMANENT FULL-TIME CONTRACTS

223 Co. Monaghan/Co Clare/Co. Offaly/ Tipperary NR

At a time of teacher retention crisis second level employers are not offering permanent/CID contracts to teachers even when the school is under 95% permanency. Furthermore, teachers are being offered partial part-time contracts of hours rather than whole-time contracts. Congress instructs the Executive Committee to negotiate with the DoE and relevant management bodies as a matter of urgency that permanent whole-time positions are advertised when a school/scheme are under the 95% permanent/CID whole-time positions.

This is the position that the TUI has advocated at every meeting of the relevant stakeholders and in a series of meetings with officials of the Department and with the Minister. The Union has pointed to the provisions of Circular Letters 59/2016 and 49/2017 in this regard. Moreover, the Union has used every possible opportunity to highlight the issue in the national and local media.

222 Executive Committee (Amended by SETU Carlow-Wexford)

Noting that

- there is a severe and deepening crisis in teacher supply - both recruitment and retention
- this results in fragmentation and diminution of service to students, loss of subject choice and career options
- attracting new recruits of high calibre to the teaching profession is therefore of critical, national importance
- the average age at first paid employment as a post-primary/further education teacher, is over 26 years
- precarious (fixed term) and part-time work, especially evident in the early years of the teaching career, is a significant deterrent that is exacerbating the recruitment and retention crisis
- fixed term and part-time work has serious, negative consequences in terms of credit worthiness and associated key life decisions related to home purchase, starting a family etc
- the introduction of a two-year PME system has led to an unnecessary increase in costs and a substantial lengthening of time before the commencement of a teaching career.

Noting also that

- fixed term and part-time work are characteristic of all sectors but are far more prevalent in the ETB sector
- the ETBs have consistently failed to provide and the ETBI and Department of Education have consistently failed to demand, harvest and publish up-to date statistics in relation to teacher employment patterns in the sector and in individual ETBs
- the available evidence shows that the incidence of part-time and fixed term work in nearly all ETBs is far above what is allowed by collective agreements and DoE Circular Letter 59/2016
- this breach of faith and of collective agreements by ETBs - and some schools in the other sectors - is unacceptable to the TUI and is injurious to the interests both of students and their teachers
- remedying the breach is cost neutral

Congress instructs the Executive

Committee

- at all relevant fora, to demand full compliance with the terms of CL 59/2016 or 49/2017, whichever applies
- to insist upon immediate establishment of a sub-committee of the Teachers' Conciliation Council to deal expeditiously with breaches of the Circular/s/collective agreements
- to prosecute a robust campaign to secure compliance by each employer with the Circular/s – the campaign to include recurring protests at the offices of and/or venues used by offending or negligent employers, escalating, following ballot of the relevant members, to an appropriate range of industrial action, including strike action.

The TUI, at local employer level, continues to insist upon full compliance with CL59/2016 and 49/2017. Where non-compliance has been identified, the TUI has pursued cases locally in the first instance.

This position was set out on numerous occasions in the national and local media.

225 Co. Carlow/Co. Donegal/Co. Limerick/ Co. Wexford/Co. Wicklow/Executive Committee

Congress asserts that not alone is there a recruitment and retention issue at second level but that this issue has reached crisis levels. With that in mind Congress instructs the Executive Committee to engage as soon as is practicable with the Department of Education with a view to increasing the allocation immediately in order that schools may recruit staff for the 2023-24 year on full contracts. Piecemeal contracts, low hours can and must be increased in order to protect the profession, ensure a career path and provide schools and centres ways in which to manage this crisis. The suggestion is cost neutral to the exchequer as it will provide additional S&S cover in all of our schools and centres.

The TUI has called for an increase in teacher allocations to alleviate the inability of some schools to offer full time permanent contracts.

In a series of statements and media interviews, TUI representatives set out this measure as being key to tackling the current teacher supply crisis.

226 Co. Laois

Congress calls on the Executive Committee to negotiate with the relevant authorities to end the need for teachers to do two interviews in order to secure a CID.

The issue was raised directly with the Minister and through engagements with the Department of Education throughout the year.

224 Co. Laois

Congress calls on the Executive Committee to negotiate better terms for teaching contracts including full hours for all teachers.

See motion 223 (above).

R. TEACHER UNITY

228 Co. Laois

Congress instructs the Executive Committee to actively promote the benefits for our members from teacher unity. Also, the Executive Committee must pursue a timeframe of six-months from this Congress to produce a joint TUI/ASTI/IFUT (or between TUI and whichever of the other two unions is agreeable to do so), short-term action plan for an organisational merger. If this is not achieved, then an explanation for such must be issued to TUI members in the TUI News and by email to Branches at the expiry of the six months. Congress also instructs that, within the six month time period, assistance must be sought from ICTU to secure the objective of this motion, with regard to TUI and whichever of the other two unions is agreeable, if the parties are otherwise unable to do so themselves.

The development of an action plan for a merger has been on-going for the last two years. The motion above has been addressed in the TUI News and the TUI will launch a joint survey with the ASTI at Congress 2024.

S. CONDITIONS OF SERVICE GENERAL

232 Tipperary SR/Co. Wexford (Amended by Co. Kerry)

Congress instructs the Executive Committee to negotiate with the DoE and DFHERIS for members in the case of miscarriage or loss of baby prior to 24 weeks' gestation, that any sick leave accrued is recognised as Pregnancy Related Sick Leave.

This matter was raised at the TCC. There has been no resolution to date. The issue is also under consideration by the ICTU in terms of seeking application across the Public Service.

241 Co. Westmeath

Congress instructs the Executive Committee to negotiate with the DoE an extension of the sick leave scheme in relation to critical illness, that is, in the case of critical illness teachers would receive one year's full pay in a four year period.

This is a cross-Public Service matter that can only be dealt with by the Public Services Committee of the ICTU in central negotiations.

244 Co. Wexford (Amended by Co. Kerry)

Congress instructs the Executive Committee to negotiate with the DoE and DFHERIS to introduce compassionate leave available to partners of women who are suffering miscarriage.

This is a public sector-wide issue and will require to be addressed by the ICTU Public Services Committee.

235 Co. Clare

Congress instructs the Executive Committee to negotiate longer maternity leave time span of 26 weeks and not to include holidays in the calculation of maternity leave.

This is a public service-wide issue.

233 Co. Donegal

Congress calls on the Executive Committee to request that the DoE introduce a minimum of 20 days paid

leave for those who experience spontaneous miscarriage or whose pregnancy sadly ends before the 24th week of pregnancy.

See motion 232 (above).

250 Co. Clare (Amended by SETU Carlow-Wexford)

Congress instructs the Executive Committee to seek from the DoE to insist teachers on job sharing have the right to a non-contact day where desired.

There is a right to request a job-sharing arrangement but no automatic right to have the request acceded to in the relevant circular letter requires a school/college to prioritise service to students. The particulars of timetable are a matter for discussion between the school/college authorities and a job-sharer. In cases of evident unfairness in this regard, the grievance procedure can be used to seek redress/adjustment.

EMERGENCY MOTIONS

EMERGENCY MOTION NO. 3

Dublin Colleges / SETU Carlow Wexford / Limerick City Schools / IADT Dun Laoghaire / Co Laois / Dublin City / Co Longford / Waterford City / Tipperary NR / Co Roscommon / MTU Cork / Dublin Dun Laoghaire / Co Westmeath / Cork City / Galway / Co Louth / ATU Donegal / ATU Galway-Mayo / ATU Sligo / TU Dublin Blanchardstown / Co Limerick / Co Wexford / Co Clare / Birr Gallen / TUS Athlone / Co Wicklow

EMERGENCY MOTION ON PAY

Congress notes that inflation in February was 8.5%. This is higher than the figure for January which was 7.8%. Inflation is predicted at 7% for March. These figures are way above CSO predictions which forecast that inflation would fall substantially in 2023.

According to the CSO food prices, in the last year, rose by 13.5%, rents by 10.6% and mortgage repayments by 31.6%. Gas prices rose by 86.1% and Electricity by 62.7% while profits for energy

companies are booming

The public sector pay deal provides for only 3.5% in 2023 in general increases.

Congress also notes that:

- The public sector pay deal provided for 4% in general increases in 2022.
- Inflation was 8.2% in the same period
- Real earnings were therefore cut by 4.2% for most TUI members.

Congress believes that it is unacceptable that our real pay was effectively cut in 2022 and will be cut again in 2023.

Congress instructs the Executive to demand that wage increases compensate members for rising inflation.

Congress instructs the Executive to demand that any pay agreement contains increases in excess of inflation and to recommend rejection of any new pay deal that does not do so.

In November 2023 engagement commenced between the ICTU Public Services Committee and the DPENDR (formerly DPER) in relation to a possible successor agreement to Building Momentum. Formal discussions followed this engagement. At year's end those discussions were ongoing.

In preparation for the discussions the TUI, in common with the other public service unions, set out its position in regard to key requirements and in doing so had regard to the matters addressed in the motion.

EMERGENCY MOTION NO. 9

Co Clare / MTU Cork / Dublin Dun Laoghaire / Dublin City / Tipperary NR / Co Kerry / Co Mayo / Limerick City Schools / Dublin Colleges / Galway

On 1st February, 2023 it was brought to our attention that some Further Education and Training Colleges had developed a draft Online Blended and Learning Strategy. This past year in one ETB, seconded teaching staff have been developing online and blended resources. It is now planned that staff will deliver these online and blended courses on a pilot basis from September 2023 to 2025.

Since Emergency Remote Teaching and Learning officially ended in August 2022, no ETB should be delivering courses via online and/or blended teaching and learning. This, we now understand, has been happening without any national agreement between the ETBs or consultation with the TUI.

We recognise there are many benefits to this way of working both for the members working in FET and for learners/students, but there are concerns that issues may arise during online and/or blended teaching and learning that our members may request support on. If there is no national agreement, then the TUI is not in a position to support members on these issues.

In order to protect our members and prevent unintended consequences, such as reduced teaching hours or increased class sizes, Congress instructs the Executive Committee to meet with the relevant stakeholders as soon as possible and seek to negotiate a national agreement on this issue.

See motion 46 above.

EMERGENCY MOTION NO. 5

MTU Cork / ATU Donegal / Co Louth / SETU Carlow / Wexford / Limerick Colleges / Cork City / Galway / Co Limerick / TUS Athlone / Dublin Colleges / ATU Galway Mayo
ADVERTISING ACADEMIC POSTS WITH CONTRACTS LESS FAVOURABLE THAN THOSE AGREED NATIONALLY

The OECD report, made public in December 2022, was commissioned by Ireland's Higher Education Authority and Department for Further and Higher Education, Research and Innovation. The OECD was asked to identify a set of benchmark higher education institutions from other OECD countries so as to inform the development of future Irish Technological Universities by examining their human resource policies, career paths and organisational structures. The report identifies options for new career and employment contracts and organisation structures.

The OECD team advises that Ireland should substantially revise the career

model, academic contract, and capacities of the departments and faculties within which Technological University academic staff work.

This would require, most importantly, a change in the academic employment contract.

Since publication of the OECD report, it has come to light that academic posts across the sector have been advertised with less favourable terms and conditions than those stated in our nationally-agreed contracts, with references, by certain management bodies, to the OECD report as a justification for same.

Congress instructs the Executive to formally advise the official side that

1. all academic posts must be advertised with existing agreed terms and conditions, and
2. failure by any TU/IOT to adhere to nationally-agreed contracts will result in an immediate ballot of all members for industrial action up to and including strike action.

At the relevant fora - the NNF and the IoT IR Forum – the Union set out its position in relation to the need for nationally agreed contracts. This position will inform the Union's approach when discussions commence on the review of lecturing (as provided for in the 2017 collective agreement), including the OECD Report.

EMERGENCY MOTION NO. 4

Dublin Colleges / Dundalk IT / IADT Dun Laoghaire / Limerick City Schools / Co Laois / Mid-West C&C / MTU Cork / SETU Carlow Wexford / TU Dublin Blanchardstown / Birr Gallen / Co Wicklow / Tipperary SR / ATU Galway-Mayo

EVICTON BAN

Congress notes the decision of the government to lift the emergency eviction ban.

Congress notes the warning from housing and homelessness organisations that the eviction ban will lead to a tsunami of homeless and that over 4,300 Notices to Quit were issued in the last quarter of 2022.

Congress condemns this decision and

agrees that it represent a new low for a government that has utterly failed to address the housing and homelessness crisis. 75% of teachers surveyed by the TUI say the housing crisis is adversely affecting students.

This failure has added to the Cost of Living Crisis as rents and mortgage repayments have increased in the last year by 10.6% and 31.6% respectively. It has also contributed to the teacher supply crises. Recent surveys published this month show that

- Two in three (64pc) teachers cited the housing crisis a factor in causing emigration in the profession
- Two in five (41pc) principals reported that the cost of local accommodation was a deterrent to working in their school.
- Three in four (75%) of teachers who rent say it's very hard to find new accommodation in their locality.

Congress agrees that it's time for the trade union movement to significantly increase the pressure on the government to address the lack of social and affordable housing.

Congress agrees that the Executive seek that the ICTU and Raise the Roof call for a worktime demonstration to demand

1. The reinstatement of the eviction ban;
2. Rent controls with security of tenure;
3. Action to curb the impact of increased mortgage payments on households;
4. A state led building programme of social and affordable houses.

The TUI has continued actively to participate in and to support the Raise the Roof campaign and is aligned with the campaign objectives. The TUI has also regularly highlighted the adverse effects of the housing crisis on individual members and its negative impact of teacher supply.

MOTIONS REFERRED

16 Limerick Colleges

Congress instructs the Executive Committee to commence negotiations to secure a nationally agreed “step-back” or “voluntary rotation” system for senior academic posts e.g. Heads of Department and Heads of School. Such a system should be negotiated to allow the voluntary leaving of such senior academic posts by current post-holders in preference for taking up another academic role within the same organisation. Updates on these negotiations should be contained in all annual reports until the desired outcome is secured.

26 MTU Cork

Congress notes that all those hired post 2011 are on the new post 2011 pay scales. Congress notes that those hired in the period 2011 to Sept 2016 were put on point 1 of this pay scale regardless of any teaching or industrial experience above what was needed to qualify for the post.

Those hired since Sept 2016 have rightly received recognition for their relevant experience acquired before taking up a lecturing post. This immediately created an anomaly in pay between those with similar experience based on their date of joining. We believe that those hired in the period of 2011 to Sept 2016 should also have been given recognition for earlier experience once the ban was lifted in Sept 2016. Congress instructs the Executive Committee to negotiate with DFHERIS to remove this anomaly. All hires from the period 2011 to Sept 2016 should have their pay reviewed, all past experience recognised and their position on their salary scale(s) incremented forward accordingly.

Amendment MTU Cork

Amend motion to read: Congress notes that many of those hired post 2011 are on the new post 2011 pay scales. Congress notes that those hired in the period 2011 to Sept 2016 were put on point 1 of this pay scale regardless of any teaching or industrial experience above what was needed to qualify for the post. Those hired since Sept 2016 have rightly received recognition for their relevant

experience acquired before taking up a lecturing post. This immediately created an anomaly in pay between those with similar experience based on their date of joining. We believe that those hired in the period of 2011 to Sept 2016 should also have been given recognition for earlier experience once the ban was lifted in Sept 2016. Congress instructs the Executive Committee to negotiate with DFHERIS to remove this anomaly. All hires from the period 2011 to Sept 2016 should have their pay reviewed, all past experience recognised and their position on their salary scale(s) incremented forward accordingly.

See motion 27.

180 Co. Laois

Congress 2022 called on the Executive Committee to seek a reduction in the number of CBAs students are undertaking in Junior Cycle. No reduction has occurred, nor has a timeline for reduction been issued. Junior Cycle Reform Joint Statement on Principles and Implementation and its appendix, as agreed between TUI and the DES, prohibits increases in teacher workload or impositions on teacher time. It also warns against over-assessment of students. Congress instructs the Executive Committee to ballot affected members for industrial action, up to and including strike action, with the aim of a negotiated settlement approved by affected members in a ballot. If support from ASTI can be secured for this course of action then the ensuing campaign should be coordinated by TUI and ASTI.

Amendment Dublin C & C

Remove “Congress instructs the Executive Committee to ballot affected members for industrial action, up to and including strike action, with the aim of a negotiated settlement approved by affected members in a ballot. If support from ASTI can be secured for this course of action then the ensuing campaign should be coordinated by TUI and ASTI.”

Since congress 2022 a reduction in the number of CBAs has occurred. In consultations with the DoE at the Junior Cycle Implementation meetings, the TUI continues to seek that this

reduction is maintained and that schools are given adequate notice of same. Following consultation on the over-assessment of students the DoE has agreed to issue communication to parents and schools which will clearly state that CBAs are to replace term examinations/ other forms of assessment.

Throughout 2023 the TUI continued to raise the issue of over-assessment in both Junior Cycle and in forthcoming Senior Cycle changes. The issue was raised by the TUI with the NCCA, the State Examinations Commission and with the Department of Education. It was also an agenda item at the Junior Cycle Implementation Committee meetings. The TUI has also raised the matter with the University of Limerick (UL) researchers who are working on an extensive study of Junior Cycle. The TUI notes that the issue of over-assessment has been cited in previous reports from the UL researchers and is hopeful of recommendations along the lines sought by the TUI in forthcoming UL reports.

236 Co. Westmeath/Co. Cork/Cork City/Co. Longford/Co. Meath

Congress instructs the Executive Committee to negotiate with the relevant management bodies a mechanism whereby teachers can take one day per week parental leave, in line with the rest of the public service members. To facilitate this, teachers would give notice of their intention to do so by the end of the previous academic year.

243 Dublin C & C

Congress instructs the Executive Committee to negotiate with the DoE and all relevant management bodies that the application of Bereavement Leave be extended to include ex-in-laws as a substantive emotional attachment still remains.

Annual Congress 2024

2nd – 4th April 2024

Annual Congress 2024 will take place in the INEC, Killarney, Co. Kerry

Keep an eye on www.tui.ie for regular updates.



RMA News

The previous pay agreement expired on the 31st December 2023 and a replacement agreement 'Public Service Agreement 2024-2026' was negotiated between the Government and the ICTU Public Services Committee and is now out to ballot of union members. The main terms of the new agreement are as follows:

2024:

- A general round increase in annualised basic salary for all public servants of 2.25% on 1st January 2024
- A general round increase in annualised basic salary for all public servants of 1% on 1st June 2024
- A general round increase in annualised basic salary for all public servants of 1% on 1st October 2024

2025:

- A general round increase in annualised basic salary for all public servants of 2% on 1st March 2025.
- A general round increase in annualised basic salary for all public servants of 1% on 1st August 2025.

2026:

- A general round increase in annualised basic salary for all public servants of 1% on 1st February 2026
- A general round increase in annualised basic salary for all public servants of 1% on 1st June 2026

An additional local bargaining up to a maximum of 3% of the basic pay inclusive of allowances in the nature of pay. This may include proposals involving changes in structures work practices or other conditions of service. Implementation of adjustments will be on a phased basis. The first instalment, equivalent to 1% of the basic pay cost, will be implemented on 1st September 2025 and the balance will fall to be addressed in any successor pay agreement. This final 1% may not be payable to retired public servants but the other 9.5% will be due to retirees if the union members agree to it in the ballot currently taking place, as parity of pension to pay of the serving officer has been extended to the end of the Public Service Agreement 2024-2026 (30th June 2026).

Spring Break

As I mentioned in the last issue of TUI News we will be having our Spring Break in the Charleville Park Hotel & Leisure Centre on Tuesday to Thursday 19th, 20th and 21st March 2024, with tours planned for Wednesday to Cobh Co Cork and on Thursday to Bruree Co Limerick and Foynes Flying Boat Museum.

RMA AGM

The AGM of the RMA will be held on Wednesday 15th May in the Shamrock Lodge Hotel, Athlone.

The AGM will follow the usual format: Registration 10.30 - 11.30am, followed by the AGM, with a light lunch available - at your own expense - and finishing at 4.30 pm. Dinner will follow at 7.00 pm. Branches are reminded that motions for the AGM and Amendments to the RMA constitution must be with the RMA secretary rmasec@tuimail.ie before 1st March 2024.

Dan Keane

RMA Secretary

RMA MEMBERSHIP APPLICATION FORM

NAME: _____
(BLOCK LETTERS)

ADDRESS: _____

MOBILE TELEPHONE NO.: _____

E-MAIL ADDRESS: _____

RETIRED FROM: _____
(Name of College/School/Education Centre)

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Crossword

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Only one entry per member.
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Name _____

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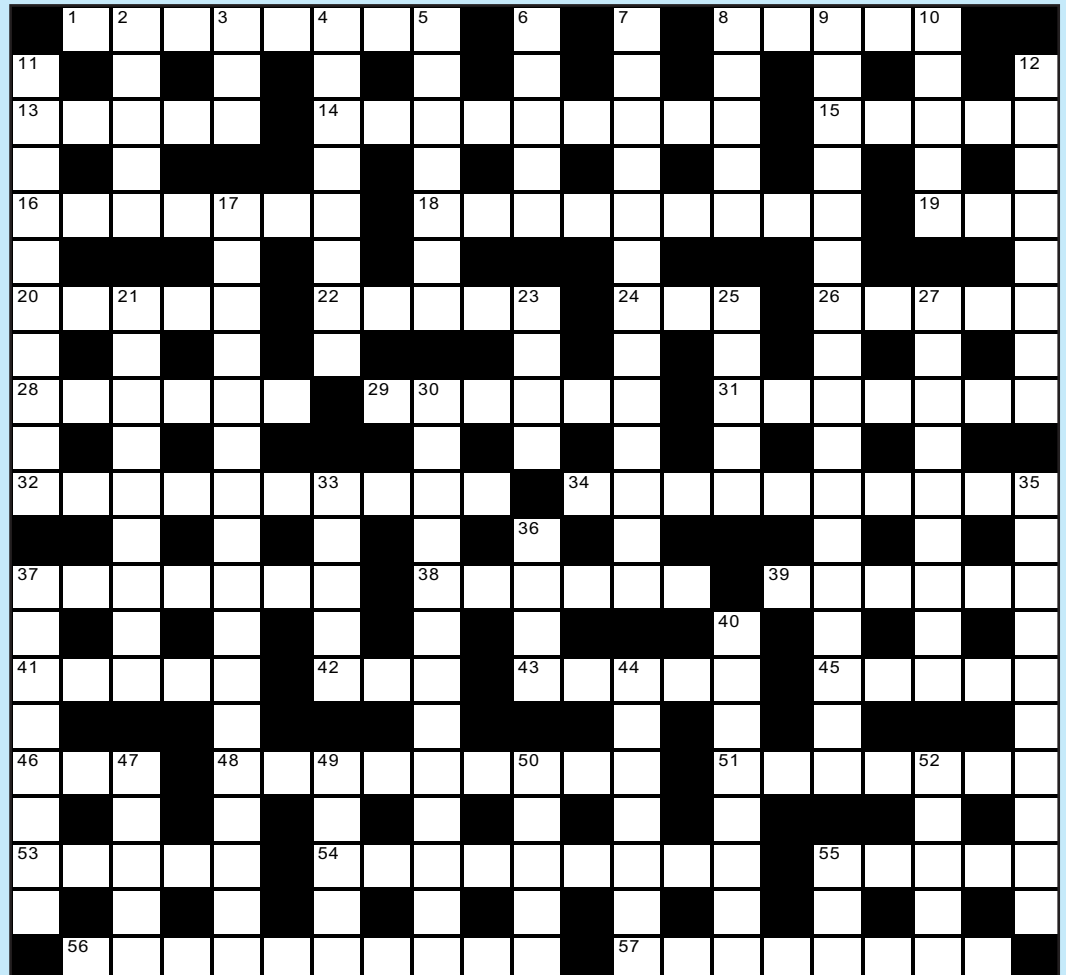
Address _____

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Send entries to
 TUI Crossword March 2024
 TUI, 73 Orwell Rd, Rathgar,
 Dublin 6, D06 YP89.

Closing date for entries:
 19th April 2024



ACROSS

- 1 1998 song by Dido (5,3)
- 8 Move very slightly (5)
- 13 The unit of measurement for the proportion of gold in an alloy (5)
- 14 Experiencing or marked by or expressing sadness, especially that associated with irreparable loss (9)
- 15 A noisy riotous fight (5)
- 16 A complete payment consisting of a single sum of money (4,3)
- 18 Immature bean pod eaten as a vegetable (5,4)
- 19 To fasten, attach, or close (3)
- 20 The thick short innermost digit of the forelimb (5)
- 22 A sailing vessel with two masts; the mizzen is forward of the rudderpost (5)
- 24 A local and habitual twitching especially in the face (3)
- 26 A form of rummy using two decks of cards and four jokers; jokers and deuces are wild; the object is to form groups of the same rank (7)
- 32 A term for the South Slavic language spoken in the former Yugoslavia (5-5)
- 34 Not pertinent to the matter under consideration (10)
- 37 Be shiny, as if wet (7)
- 38 A sharp pointed implement (usually steel) (6)

- 39 A depository for collecting and displaying objects having scientific, historical or artistic value (6)

- 41 A daughter of one's brother or sister (5)
- 42 English prog-rock band fronted by Rick Wakeman (3)
- 43 Love of or taste for fine objects of art (5)
- 45 Machine tool for shaping metal or wood (5)
- 46 Pull hard (3)
- 48 Bring to an end or halt (9)
- 51 The absence of matter (7)
- 53 Held on tightly or tenaciously (5)
- 54 A type of market structure that exists within an economy; a small number of firms that control the market (9)
- 55 A natural talent (5)
- 56 Must be kept safe, held in respect and free from violation or damage (10)
- 57 A door to the outside of a building used only as an emergency exit. (4,4)

DOWN

- 2 A group of women, wives or concubines of a polygamous man (5)
- 3 Remaining after all deductions (3)
- 4 Face veils worn by Muslim women (8)
- 5 In a vertical position; not sloping (7)
- 6 Language used in a figurative or nonliteral sense (5)
- 7 Infinitely or immeasurably small (1,3)
- 8 Where the sides of a ship curve in to form the bottom (5)
- 9 A republic in the West Indies; located on the eastern two-thirds of the island of Hispaniola (9,8)

- 10 Brilliant or conspicuous success; ostentation (5)
- 11 Three-dimensional works of art (10)
- 12 Impaired ability to remember, think, or make decisions (8)
- 17 Extinct cats having long swordlike upper canine teeth; from the Oligocene through the Pleistocene (5-7,5)
- 21 Being attacked with guns or with criticism (5,4)
- 23 To shout or laugh usually derisively (4)
- 25 Powder of ground roasted cacao beans with most of the fat removed (5)
- 27 Lead astray (9)
- 30 A doctor who specializes in identifying conditions in patients and providing detailed diagnoses. (13)
- 33 Tall and thin and having long slender limbs (5)
- 35 A place that sells wood and other building materials (10)
- 36 Diesel oil for road vehicles (4)
- 37 The branch of biology that studies heredity and variation in organisms (8)
- 40 An engineer who determines the boundaries and elevations of land or structures (8)
- 44 Recite volubly or extravagantly (4,3)
- 47 Mild cream-coloured Dutch cheese (5)
- 49 1976 novel by Alex Haley which details the life of his enslaved fourth great grandfather and his descendants (5)
- 50 Currently in progress (5)
- 52 An adult insect produced after metamorphosis (5)
- 55 An interest followed with exaggerated zeal (3)